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ABSTRACT

This report contains data collected from 275 Pennsylvania school districts for the 1977-78 school year. The data reflect policies and practices affecting salaries, fringe benefits, and staffing ratios for nonprofessional personnel. The report is divided into three major sections. The first section presents comparative data for a number of variables on a statewide, size, and wealth basis. The second examines each variable on a regional basis. The third deals with the interaction of the control variables, district size and wealth, with the dependent variables concerned with salaries, fringe benefits, and staffing ratios. Twelve variables were analyzed for each of four job categories--secretary, custodian, food service worker, and paraprofessional--and ten variables were analyzed for the remaining three job categories--supervisors of transportation, food service, and buildings and grounds. (Author/IRT)

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OMNI REPORT

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Analysis

of

Nonprofessional

School Employees Data

1977-78

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EA 010 558

FOREWORD

This report contains data collected from 275 school districts in Pennsylvania for the 1977-1978 school year. The data reflect policies and practices affecting salaries and staff utilization for professional employees.

This monograph is the third in a series of three reports which extends the data presented in the Annual Financial Analysis for Pennsylvania Schools. This report is divided into three major sections. The first section presents comparative data for each variable on a statewide, size, and wealth basis. The second section examines each variable on a regional basis. The third section of this report deals with the interaction of the control variables size and wealth with the dependent variables of nonprofessional salaries, fringe benefits, and staff ratios.

The first monograph in this series examined salaries and staff ratios for professional employees. The second monograph examined fringe benefits for professional employees. It is felt that the utility and storage of the data is improved over previous years, because the examination of each variable by size and wealth is now included in these reports. Thus, we have reorganized all of the data previously published in four reports into three monographs. We hope that this new format enables administrators to have easier access to the information.

The Pennsylvania School Study Council is grateful to the participating superintendents and their staff members for supplying the data which made this study possible.

William E. Caldwell
Executive Director

James J. Vater
Assistant to the Director

INTRODUCTION

OMNI reports dealing with professional and nonprofessional data have been combined into three major reports for 1977-1978. This is the third report which presents the analysis of all nonprofessional salaries, benefits, and ratios. State and regional analysis of variables is based on the same theoretical framework as in previous years. An effort was made to provide a comprehensive analysis that is a reflection of all meaningful nonprofessional data.

A major portion of the report is based on an analysis of variables using the 1st, 25th, Median, 75th, and 99th percentiles along with the calculated mean and sample size (n). Sample size indicated the number of districts reporting a figure for each variable. Thus, low sample size reflected few districts reporting for that variable and/or districts not offering that variable to employees. For example, a few districts did not offer life insurance as a fringe benefit to employees of some job titles, therefore, the sample size was lowered.

One calculated variable was the nonprofessional ratio of pupil enrollment per employee in each job category. All pupil employee ratios were based on the "number of employees" each divided into the "total pupil enrollment," both being 1976-1977 data. Please note, in some instances the median is a better indication of the central tendency than the mean. This is due to a few deviant cases which skew the mean slightly. Since the three supervisor positions tend to be a single person per district, no ratios were calculated, but the data were described in the appropriate section of the report.

Data were collected from 275 employer units for the analysis of nonprofessional data. Twelve variables were analyzed for each of four job categories and ten variables were analyzed for the remaining three job categories which were the supervisors.

It is important that in addition to checking statewide and regional figures from your own area, that data from nearby regions are consulted. This report is constructed so that data from all region, size, and wealth categories are available to you. A good example for reviewing this data is the variations in formal bargaining units.

It can be seen that statewide custodial employees are the most highly unionized of the nonprofessional school employees (Table 1). However, this unionization varies considerably from region to region. These differences in regional practices in collective bargaining tend to move geographically.

Table 23 and the last table in each region contain an analysis of pupil-nonprofessional staff ratios. These ratios were calculated by utilizing WADM figures supplied on the PSSC OMNI Financial Analysis Questionnaire. Hence, because of the weighted factors of WADM, the actual figures are slightly inflated. However, because the weighting is consistent throughout all school districts, the data are comparable.

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TABLE 1

Employees in a Bargaining Unit by Job Titles, State Totals

Job Title	In a Bargaining Unit	Not Part of a Bargaining Unit	n[a]
Secretary, Clerical	37.1%	62.9%	272
Custodial	56.6%	43.4%	272
Food Service	38.2%	61.8%	272
Paraprofessional	24.3%	75.7%	272

[a]This figure represents the number of districts reporting for the variable.

TABLE 2

Employees in a Bargaining Unit for Job Titles by District Size and Wealth

Size	Secretary	Custodial	Food Service	Paraprofessional
1	20.6%	41.2%	29.4%	14.7%
2	33.3%	51.5%	30.3%	18.2%
3	34.3%	57.1%	42.9%	22.9%
4	41.2%	44.1%	32.4%	26.5%
5	34.3%	48.6%	48.9%	28.6%
6	28.6%	60.0%	37.1%	22.9%
7	43.8%	68.8%	34.4%	15.6%
8	61.8%	82.4%	55.9%	44.1%
MEAN	37.1%	56.6%	38.2%	24.3%

TABLE 2 (Continued)

Wealth	Secretary	Custodial	Food Service	Paraprofessional
1	55.9%	64.7%	32.4%	32.4%
2	42.4%	60.6%	27.3%	30.3%
3	37.1%	42.9%	31.4%	20.0%
4	27.3%	57.6%	33.3%	21.2%
5	45.7%	57.1%	51.4%	28.6%
6	38.2%	55.9%	44.1%	17.7%
7	31.4%	45.7%	37.1%	25.7%
8	18.2%	69.7%	48.5%	18.2%
MEAN	37.1%	56.6%	38.2%	24.3%

TABLE 3

Mean Hourly Rate Paid to Full-time Employees, State Totals

Job Title	99 %ile	75 %ile	Median	25 %ile	1st %ile	Mean	n
Sec., Clerical	$5.01	$4.07	$3.70	$3.39	$2.30	$3.72	206
Custodial	5.52	4.28	3.89	3.60	2.30	3.94	232
Food Service	4.39	3.31	3.10	2.90	2.30	3.13	233
Paraprofessional	6.30	3.25	2.98	2.70	1.50	3.04	186

TABLE 4

Mean Hourly Rate Paid to Full-time Employees
by District Size and Wealth

Size	Secretary	Custodial	Food Service	Paraprofessional
1	$3.55	$3.75	$3.12	$3.01
2	3.78	3.82	3.14	2.87
3	3.77	3.92	3.10	2.98
4	3.44	3.65	3.01	3.06
5	3.75	3.92	3.06	3.05
6	3.69	3.93	3.10	3.14
7	3.80	4.19	3.21	2.90
8	4.11	4.35	3.32	3.28
MEAN	3.72	3.94	3.13	3.04

Wealth	Secretary	Custodial	Food Service	Paraprofessional
1	$3.89	$4.04	$3.15	$3.17
2	3.98	4.15	3.19	3.46
3	3.82	4.11	3.10	3.07
4	3.73	3.93	3.18	2.92
5	3.58	3.98	3.14	3.02
6	3.65	3.78	3.10	2.92
7	3.55	3.77	3.03	2.95
8	3.67	3.76	3.16	2.94
MEAN	3.72	3.94	3.13	3.04

TABLE 5

Mean Hourly Rate Paid to Part-time Employees, State Totals

Job Title	99 %ile	75 %ile	Median	25 %ile	1st %ile	Mean	n
Sec., Clerical	$4.25	$3.25	$2.85	$2.57	$2.20	$2.97	155
Custodial	5.41	3.50	3.05	2.70	2.20	3.20	197
Food Service	3.62	3.00	2.70	2.50	2.30	2.77	218
Paraprofessional	4.05	2.95	2.75	2.50	2.30	2.78	147

TABLE 6

Mean Hourly Rate Paid to Part-time Employees
by District Size and Wealth

Size	Secretary	Custodial	Food Service	Paraprofessional
1	$2.80	$2.88	$2.78	$2.72
2	3.06	3.05	2.78	2.81
3	3.06	3.24	2.79	2.79
4	2.72	2.84	2.65	2.66
5	2.93	3.16	2.71	2.81
6	3.06	3.39	2.83	2.88
7	2.95	3.35	2.79	2.66
8	3.15	3.55	2.84	2.85
MEAN	2.97	3.20	2.77	2.78

TABLE 6 (Continued)

Wealth	Secretary	Custodial	Food Service	Paraprofessional
1	$3.17	$3.31	$2.81	$2.96
2	3.08	3.44	2.71	2.80
3	2.95	3.39	2.76	2.71
4	2.87	3.16	2.77	2.75
5	3.05	3.22	2.84	2.83
6	2.84	3.07	2.76	2.75
7	2.75	2.82	2.69	2.66
8	2.82	3.05	2.82	2.79
MEAN	2.97	3.20	2.77	2.78

TABLE 7

Annual Salary by Job Titles, State Totals

Job Title	99 %ile	75 %ile	Median	25 %ile	1st %ile	Mean	n
Supv. of Bldg. and Grounds	$29,010	$15,950	$13,970	$11,350	$ 8,000	$14,368	222
Supv. of Transp.	28,350	16,750	13,000	10,000	4,040[a]	13,924	87
Supv. of Food Service	24,310	12,720	8,970	7,000	3,830[a]	10,308	193
Sec., Clerical Staff	12,500	7,810	7,200	6,520	4,500	7,289	163
Custodial Emp.	13,756	8,940	8,100	7,500	4,610	8,315	148
Food Srv. Emp.	8,500	4,030	3,500	3,000	2,110[a]	3,634	91
Paraprofessional	8,790	4,350	3,780	3,150	430[a]	3,795	95

[a]The low annual salary in the 1st %ile reflects part-time employees.

TABLE 8

Mean Annual Salary for Job Titles by District Size and Wealth

Size	Supv. Bldg. & Grounds	Supv. Transp.	Supv. Food Service	Sec./ Cler.	Cust./ Maint.	Food Service Emp.	Para-profes-sional
1	$10,997	$------	$ 6,095	$6,731	$7,481	$3,66[illegible]	$3,803
2	11,997	11,790	8,002	7,219	8,347	3,396	3,846
3	12,655	10,965	8,105	7,209	8,290	4,067	3,572
4	13,431	10,935	8,933	6,932	7,973	3,284	4,032
5	14,342	13,792	9,911	7,179	8,213	3,283	4,009
6	14,239	12,086	10,007	7,157	8,924	3,746	2,868
7	15,700	15,559	12,724	7,464	8,192	3,765	3,455
8	19,494	16,801	16,802	8,171	9,282	3,855	4,274
MEAN	14,368	13,924	10,308	7,289	8,315	3,634	3,795

Wealth	Supv. Bldg. & Grounds	Supv. Transp.	Supv. Food Service	Sec./ Cler.	Cust./ Maint.	Food Service Emp.	Para-profes-sional
1	$16,654	$14,896	$13,505	$7,673	$8,165	$3,676	$4,248
2	15,526	14,060	12,598	7,798	9,146	4,241	5,726
3	15,403	16,039	10,842	7,5[illegible]	8,328	3,624	3,977
4	15,430	11,714	11,242	7,44[illegible]	8,117	3,627	3,035
5	14,091	14,476	10,171	7,433	8,537	3,737	3,500
6	13,272	13,667	8,425	7,228	8,054	3,190	3,281
7	12,284	11,375	8,097	6,688	7,888	3,554	3,915
8	12,002	11,063	6,828	6,946	8,120	3,769	3,797
MEAN	14,363	13,924	10,308	7,289	8,315	3,645	3,795

TABLE 9

Work Week in Hours by Job Titles, State Totals

Job Title	99 %ile	75 %ile	Median	25 %ile	1st %ile	Mean	n
Supv. of Bldg. and Grounds	60	40	40	40	35	40.6	223
Supv. of Transp.	50	40	40	40	20[a]	38.6	85
Supv. of Food Services	40	40	40	35	20[a]	37.7	194
Sec., Clerical Staff	40	40	38	35	30	37.8	260
Custodial Emp.	49	40	40	40	38	40.1	259
Food Srv. Emp.	43	35	30	30	13[a]	31.3	240
Paraprofessional	40	35	33	25	5[a]	30.2	209

[a]The low number of hours worked reflects part-time employees.

TABLE 10

Mean Work Week in Hours for Job Titles by District Size and Wealth

Size	Supv. Bldg. & Grounds	Supv. Transp.	Supv. Food Service	Sec./ Cler.	Cust./ Maint.	Food Service Emp.	Para-profes-sional
1	42.2	----	36.5	37.8	40.2	32.2	29.9
2	40.6	40.0	37.5	37.4	40.0	31.6	29.8
3	41.0	36.9	36.4	37.7	40.1	32.2	30.3
4	39.9	38.8	36.8	38.4	40.1	30.5	32.3
5	40.7	37.1	37.8	37.5	40.7	29.5	31.2
6	40.2	40.0	38.7	37.7	40.0	32.0	27.4
7	40.1	38.4	38.6	37.8	40.1	32.4	30.4
8	40.5	39.3	39.2	37.9	40.1	29.9	30.3
MEAN	40.6	38.6	37.7	37.8	40.1	31.3	30.2

TABLE 10 (Continued)

Wealth	Supv. Bldg. & Grounds	Supv. Transp.	Supv. Food Service	Sec./ Cler.	Cust./ Maint.	Food Service Emp.	Para-profes-sional
1	40.6	39.9	38.9	37.9	40.0	29.1	29.3
2	40.2	38.6	38.4	37.5	40.0	31.5	30.9
3	40.7	39.1	37.6	37.9	40.2	32.0	29.4
4	40.7	37.6	37.5	38.1	40.5	31.0	28.5
5	40.7	38.6	38.1	38.3	40.1	32.2	31.6
6	40.1	38.4	36.4	37.1	40.5	29.4	29.0
7	40.6	35.0	36.8	37.9	40.1	31.2	33.0
8	40.8	40.0	37.9	37.7	39.9	33.3	30.2
MEAN	40.6	38.6	37.7	37.8	40.1	31.3	30.2

TABLE 11

Work Year in Months by Job Titles, State Totals

Job Title	99 %ile	75 %ile	Median	25 %ile	1st %ile	Mean	n
Supv. of Bldg. and Grounds	12	12	12	12	12	12.0[a]	230
Supv. of Transp.	12	12	12	12	10	11.8	102
Supv. of Food Services	12	10	10	10	9	10.2	206
Sec., Clerical Staff	12	12	12	12	10	11.9	264
Custodial Emp.	12	12	12	12	10	12.0	262
Food Srv. Emp.	12	10	9	9	9	9.4	248
Paraprofessional	12	10	9	9	9	9.4	221

[a]All districts reporting a Supervisor of Buildings and Grounds had twelve month work years.

TABLE 12

Mean Work Year in Months for Job Titles by District Size and Wealth

Size	Supv. Bldg. & Grounds	Supv. Transp.	Supv. Food Service	Sec./ Cler.	Cust./ Maint.	Food Service Emp.	Para-profes-sional
1	12.0	----	9.6	11.8	12.0	9.2	9.3
2	12.0	11.6	9.8	11.9	12.0	9.3	9.5
3	12.0	11.9	10.2	12.0	12.0	9.4	9.3
4	12.0	11.9	10.2	11.9	12.0	9.2	9.3
5	12.0	11.9	10.1	11.9	12.0	9.5	9.5
6	12.0	11.2	10.3	11.9	12.0	9.2	9.2
7	12.0	11.9	10.4	12.0	11.9	9.3	9.3
8	12.0	12.0	10.8	12.0	12.0	9.7	9.6
MEAN	12.0	11.8	10.2	11.9	12.0	9.4	9.4

Wealth	Supv. Bldg. & Grounds	Supv. Transp.	Supv. Food Service	Sec./ Cler.	Cust./ Maint.	Food Service Emp.	Para-profes-sional
1	12.0	12.0	10.6	11.9	12.0	9.7	9.7
2	12.0	11.9	10.2	11.9	12.0	9.5	9.5
3	12.0	12.0	10.3	12.0	12.0	9.5	9.4
4	12.0	12.0	10.6	12.0	11.9	9.5	9.5
5	12.0	12.0	10.0	12.0	12.0	9.2	9.2
6	12.0	12.0	10.2	11.9	12.0	9.1	9.1
7	12.0	11.3	9.7	11.9	12.0	9.3	9.3
8	12.0	9.8	10.0	11.9	12.0	9.1	9.2
MEAN	12.0	11.8	10.2	11.9	12.0	9.4	9.4

TABLE 13

Maximum Annual Contribution for Hospitalization/Major Medical Provided by Board, State Totals

Job Titles	99 %ile	75 %ile	Median	25 %ile	1st %ile	Mean	n
Supv. of Bldg. and Grounds	$1,251	$810	$697	$608	$192	$693	224
Supv. of Transp.	1,040	823	694	600	217	692	98
Supv. of Food Services	1,251	783	676	580	144	667	191
Sec., Clerical Staff	1,251	810	686	600	217	692	257
Custodial Emp.	1,251	810	694	584	182	687	256
Food Srv. Emp.	1,251	781	660	531	73	638	224
Paraprofessional	1,096	768	656	540	40	641	166

TABLE 14

Mean Maximum Annual Contribution for Hospitalization/Major Medical Provided by Board for District Size and Wealth

Size	Supv. Bldg. & Grounds	Supv. Transp.	Supv. Food Service	Sec./ Cler.	Cust. Maint.	Food Service Emp.	Para-profes-sional
1	$665	$---	$689	$699	$699	$641	$670
2	712	698	656	703	697	655	680
3	700	671	682	700	663	638	631
4	711	643	681	700	704	700	674
5	643	624	637	648	645	607	619
6	635	680	576	610	620	581	564
7	724	728	709	720	724	651	669
8	746	741	712	737	749	636	630
MEAN	693	692	667	692	687	638	641

TABLE 14 (Continued)

Wealth	Supv. Bldg. & Grounds	Supv. Transp.	Supv. Food Service	Sec./ Cler.	Cust. Maint.	Food Service Emp.	Para-profes-sional
1	$704	$680	$680	$702	$720	$698	$6[illegible]
2	662	674	654	677	659	573	636
3	720	693	640	719	719	660	596
4	696	709	671	674	655	687	579
5	689	718	697	711	707	680	681
6	709	669	671	699	689	637	684
7	657	608	634	656	663	612	623
8	705	775	686	693	687	644	681
MEAN	693	692	667	692	687	638	641

TABLE 15

Maximum Annual Contribution for Life Insurance
Provided by Board, State Totals

Job Title	99 %ile	75 %ile	Median	25 %ile	1st %ile	Mean	n
Supv. of Bldg. and Grounds	$432	$52	$38	$26	$ 4	$47	213
Supv. of Transp.	432	50	38	28	12	48	95
Supv. of Food Services	432	45	34	25	4	40	181
Sec., Clerical Staff	432	38	28	22	4	33	242
Custodial Emp.	432	38	27	21	4	33	239
Food Srv. Emp.	432	34	25	15	2	29	208
Paraprofessional	432	34	24	13	4	30	155

TABLE 16

Mean Maximum Annual Contribution for Life Insurance
Provided by Board for District Size and Wealth

Size	Supv. Bldg. & Grounds	Supv. Transp.	Supv. Food Service	Sec./ Cler.	Cust. Maint.	Food Service Emp.	Para-profes-sional
1	$43.47	$-----	$36.38	$34.43	$33.37	$32.50	$37.00
2	45.04	50.75	37.32	34.32	34.93	33.96	30.50
3	38.44	38.22	32.76	33.47	32.77	28.16	27.96
4	38.48	32.00	36.20	27.87	28.17	25.37	24.85
5	34.03	35.87	30.63	26.35	24.35	21.72	24.36
6	42.30	41.46	35.17	31.72	30.94	28.44	24.78
7	49.93	51.37	42.50	33.60	34.55	29.58	32.53
8	79.14	72.14	69.44	47.27	47.10	35.26	41.09
MEAN	46.62	48.45	40.24	33.44	33.09	29.18	30.08

Wealth	Supv. Bldg. & Grounds	Supv. Transp.	Supv. Food Service	Sec./ Cler.	Cust. Maint.	Food Service Emp.	Para-profes-sional
1	$56.54	$42.00	$46.82	$30.17	$30.66	$26.22	$20.19
2	52.64	45.69	47.33	37.23	38.71	29.23	35.86
3	64.70	82.79	52.41	42.80	41.70	39.70	43.76
4	44.50	42.31	38.63	29.61	29.69	25.67	18.53
5	41.27	43.00	40.00	38.00	37.00	33.00	36.00
6	39.36	38.43	34.90	29.63	27.86	24.88	26.05
7	36.61	44.33	30.00	32.73	31.83	28.17	30.67
8	33.96	37.50	29.29	27.33	26.22	25.20	24.69
MEAN	46.62	48.45	40.24	33.44	33.09	29.18	30.08

TABLE 17

Face Amount of Life Insurance, State Totals

Job Title	99 %ile	75 %ile	Median	25 %ile	1st %ile	Mean	n
Supv. of Bldg. and Grounds	$72,000	$15,000	$10,000	$ 9,000	$2,000	$13,635	223
Supv. of Transp.	51,000	15,000	11,800	10,000	2,500	14,217	102
Supv. of Food Services	41,000	15,000	10,000	8,000	2,000	11,513	191
Sec., Clerical Staff	50,000	10,000	10,000	7,000	2,000	9,444	252
Custodial Emp.	60,000	10,000	10,000	7,000	2,000	9,275	249
Food Srv. Emp.	20,000	10,000	8,000	5,000	900	8,099	215
Paraprofessional	50,000	10,000	7,500	5,000	1,250	8,431	161

TABLE 18

Mean Face Amount of Life Insurance by District Size and Wealth

Size	Supv. Bldg. & Grounds	Supv. Transp.	Supv. Food Service	Sec./ Cler.	Cust. Maint.	Food Service Emp.	Para-profes-sional
1	$ 8,733	$------	$ 7,647	$ 8,018	$ 7,757	$7,386	$ 7,467
2	12,685	13,750	10,289	9,450	9,362	8,820	10,071
3	12,070	11,455	10,568	10,259	9,984	8,796	8,755
4	11,515	9,069	10,740	8,606	8,710	8,189	8,124
5	10,303	11,853	9,394	7,955	7,268	6,617	7,100
6	12,048	10,269	10,292	9,097	8,697	7,679	7,885
7	15,687	17,148	12,933	10,419	10,723	9,700	9,584
8	22,663	19,192	18,062	11,628	11,709	7,624	8,978
MEAN	13,635	14,217	11,513	9,444	9,275	8,099	8,431

TABLE 18 (Continued)

Wealth	Supv. Bldg. & Grounds	Supv. Transp.	Supv. Food Service	Sec./ Cler.	Cust./ Maint.	Food Service Emp.	Para-profes-sional
1	$16,793	$12,888	$13,758	$ 9,288	$ 9,294	$8,200	$ 7,100
2	16,833	16,529	14,956	10,836	11,122	8,526	11,230
3	15,790	17,559	1[illegible],004	9,571	9,253	8,393	7,573
4	13,500	11,669	12,458	9,136	9,047	7,611	6,675
5	11,093	14,224	10,611	9,963	9,606	8,155	8,965
6	12,258	13,538	10,413	3,832	8,393	7,735	8,325
7	10,396	10,857	9,300	8,887	8,597	7,840	8,476
8	11,168	12,283	9,074	8,990	8,772	8,327	8,583
MEAN	13,635	14,217	11,513	9,444	9,275	8,099	8,431

TABLE 19

Total Annual Contribution for all Insurance Benefits Provided by Board, State Totals

Job Title	99 %ile	75 %ile	Median	25 %ile	1st %ile	Mean	n
Supv. of Bldg. and Grounds	$1,663	$980	$777	$657	$233	$819	223
Supv. of Transp.	1,663	997	775	662	255	840	97
Supv. of Food Services	1,642	937	739	622	13	766	192
Sec., Clerical Staff	1,619	929	759	653	216	790	253
Custodial Emp.	1,863	931	768	648	205	791	252
Food Srv. Emp.	1,323	874	715	573	16	702	226
Paraprofessional	1,287	852	713	600	16	713	168

TABLE 20

Mean Total Annual Contribution for all Insurance Benefits Provided by Board for District Size and Wealth

Size	Supv. Bldg. & Grounds	Supv. Transp.	Supv. Food Service	Sec./ Cler.	Cust./ Maint.	Food Service Emp.	Para-profes-sional
1	$765	$---	$730	$822	$826	$734	$728
2	810	814	695	770	764	718	722
3	831	842	795	812	803	701	711
4	785	753	779	781	784	724	732
5	750	784	752	747	735	692	703
6	710	745	637	692	673	613	610
7	891	873	824	845	863	723	774
8	979	948	919	863	893	712	723
MEAN	819	840	766	791	791	702	713

Wealth	Supv. Bldg. & Grounds	Supv. Transp.	Supv. Food Service	Sec./ Cler.	Cust./ Maint.	Food Service Emp.	Para-profes-sional
1	$862	$814	$814	$803	$834	$706	$711
2	820	838	777	792	790	623	729
3	923	954	799	853	861	777	684
4	816	854	790	775	753	652	679
5	778	817	777	805	800	755	774
6	790	731	751	768	757	729	738
7	751	725	678	755	770	683	677
8	801	967	736	774	767	672	698
MEAN	819	840	766	791	791	702	713

TABLE 21

Number of Paid Sick Leave Days Earned Annually, State Totals

Job Title	99 %ile	75 %ile	Median	25 %ile	1st %ile	Mean	n
Supv. of Bldg. and Grounds	35	12	10	10	5	11.0	234
Supv. of Transp.	22	12	10	10	6	11.1	102
Supv. of Food Services	22	10	10	10	5	10.0	201
Sec., Clerical Staff	35	12	10	10	5	10.7	266
Custodial Emp.	35	12	10	10	5	10.7	263
Food Srv. Emp.	20	10	10	7	3	8.8	240
Paraprofessional	15	10	10	8	3	9.0	186

TABLE 22

Mean Number of Paid Sick Leave Days Earned Annually by District Size and Wealth

Size	Supv. Bldg. & Grounds	Supv. Transp.	Supv. Food Service	Sec./ Cler.	Cust. Maint.	Food Service Emp.	Para-profes-sional
1	9.9	----	9.4	10.3	10.3	8.8	8.7
2	10.5	10.0	9.7	10.3	10.3	8.9	9.1
3	11.2	11.0	8.9	11.0	10.9	7.7	8.5
4	10.7	10.2	10.0	10.7	10.8	9.3	9.1
5	11.1	10.8	10.3	10.9	10.9	9.0	9.5
6	11.2	11.2	9.8	10.6	10.7	8.5	8.4
7	10.9	11.1	10.3	10.6	10.6	8.9	9.2
8	11.8	11.9	11.4	11.4	11.2	9.2	9.4
MEAN	11.0	11.1	10.0	10.7	10.7	8.8	9.0

TABLE 22 (Continued)

Wealth	Supv. Bldg. & Grounds	Supv. Transp.	Supv. Food Service	Sec./ Cler.	Cust. Maint.	Food Service Emp.	Para-profes-sional
1	11.0	11.7	10.8	10.8	10.8	9.1	9.6
2	11.3	11.1	10.4	10.7	10.7	7.6	9.1
3	11.0	11.1	10.3	10.9	10.9	9.4	9.4
4	10.9	11.2	9.9	10.7	10.6	8.5	8.7
5	11.4	11.1	9.8	10.9	10.9	8.3	8.6
6	11.0	11.3	10.4	10.7	10.9	9.3	9.9
7	10.9	10.0	9.2	10.7	10.8	8.8	8.6
8	10.4	10.0	9.4	10.2	10.4	9.2	8.6
MEAN	11.0	11.1	10.0	10.7	10.8	8.8	9.0

TABLE 23

Pupil/Employee Ratios for 1976-1977 by Job Titles, State Totals

Job Title	99 %ile	75 %ile	Median	25 %ile	1st %ile	Mean	n
Pupil/Sec., Clerical	556	309	247	202	111	259.5	267
Pupil/Custodial	423	187	157	133	56	167.7	261
Pupil/Food Service	1,083	179	137	114	52	160.4	250
Pupil/ Paraprofessional	5,172	488	298	195	64	476.8	222

TABLE 24

Mean Pupil/Employee Ratios for 1976-1977 for Job Titles
by District Size and Wealth

Size	Pupil/Sec. Clerical	Pupil/ Custodial	Pupil/Food Service	Pupil/ Paraprofessional
1	282.4	191.6	159.5	292.5
2	249.2	162.8	196.3	320.7
3	254.4	167.0	148.2	356.1
4	257.2	164.6	144.6	714.4
5	263.9	162.8	139.3	544.4
6	280.7	165.1	147.0	438.5
7	246.3	158.9	154.5	645.7
8	240.9	168.5	199.4	519.1
MEAN	259.5	167.7	160.4	476.8

Wealth	Pupil/Sec., Clerical	Pupil/ Custodial	Pupil/Food Service	Pupil/ Paraprofessional
1	210.3	155.0	154.6	394.5
2	233.0	168.5	188.8	471.9
3	238.1	158.8	146.6	517.1
4	259.4	160.0	151.4	374.0
5	264.8	166.6	164.7	762.5
6	284.9	176.8	171.3	482.1
7	269.8	161.5	166.5	478.8
8	314.7	173.6	139.9	337.1
MEAN	259.5	167.7	160.4	476.8

REGION 1

TABLE 25

Employees in a Bargaining Unit by Job Titles

Job Title	In a Bargaining Unit	Not Part of a Bargaining Unit	n
Secretary, Clerical	51.72%	48.28%	29
Custodial	68.97%	31.03%	29
Food Service	55.17%	44.83%	29
Paraprofessional	24.14%	75.86%	29

TABLE 26

Mean Hourly Rate Paid to Full-time Employees

Job Title	99 %ile	75 %ile	Median	25 %ile	1st %ile	Mean	n
Sec., Clerical	$4.66	$3.83	$3.50	$3.35	$2.30	$3.57	22
Custodial	5.10	4.31	4.00	3.53	2.30	3.99	27
Food Service	3.95	3.36	3.12	2.87	2.50	3.14	28
Paraprofessional	4.09	3.46	2.80	2.55	2.35	2.98	18

TABLE 27

Mean Hourly Rate Paid to Part-time Employees

Job Tile	99 %ile	75 %ile	Median	25 %ile	1st %ile	Mean	n
Sec., Clerical	$4.24	$3.20	$2.65	$2.50	$2.20	$2.91	20
Custodial	4.83	3.67	2.90	2.48	2.20	3.21	23
Food Service	3.55	3.05	2.50	2.40	2.30	2.73	24
Paraprofessional	3.60	2.93	2.65	2.45	2.35	2.78	14

REGION 1

TABLE 28

Annual Salary by Job Titles

Job Title	99 %ile	75 %ile	Median	25 %ile	1st %ile	Mean	n
Supv. of Bldg. and Grounds	$27,200	$16,200	$15,150	$14,000	$10,150	$15,711	22
Supv. of Transp.	18,500	14,370	12,000	9,600	8,500	13,323	9
Supv. of Food Service	18,410	10,300	9,000	7,000	5,700	9,928	18
Sec., Clerical Staff	8,170	7,450	6,800	6,350	4,980	6,874	20
Custodial Emp.	12,920	9,560	8,080	7,280	6,630	8,715	19
Food Srv. Emp.	4,480	3,750	3,480	3,000	2,450	3,471	15
Paraprofessional	5,850	3,880	3,150	1,830	1,810	3,432	10

TABLE 29

Work Week in Hours by Job Titles

Job Titles	99 %ile	75 %ile	Median	25 %ile	1st %ile	Mean	n
Supv. of Bldg. and Grounds	44	40	40	40	35	40.1	25
Supv. of Transp.	40	40	40	38	35	39.3	10
Supv. of Food	40	40	40	35	30	38.1	17
Sec., Clerical Staff	40	40	38	35	35	38.0	29
Custodial Emp.	44	40	40	40	40	40.4	28
Food Srv. Emp.	40	35	30	30	20	31.0	28
Paraprofessional	40	33	30	20	10	29.0	21

REGION 1

TABLE 30

Maximum Annual Contribution for Hospitalization/Major Medical Provided by Board

Job Title	99 %ile	75 %ile	Median	25 %ile	1st %ile	Mean	n
Supv. of Bldg. and Grounds	$921	$841	$724	$646	$220	$725	24
Supv. of Transp.	921	822	697	646	635	735	12
Supv. of Food Service	921	729	697	636	282	701	15
Sec., Clerical Staff	921	814	697	635	220	687	25
Custodial Emp.	960	814	697	635	220	688	25
Food Srv. Emp.	921	814	697	624	73	662	22
Paraprofessional	921	710	686	624	240	685	15

TABLE 31

Face Amount of Life Insurance

Job Title	99 %ile	75 %ile	Median	25 %ile	1st %ile	Mean	n
Supv. of Bldg. and Grounds	$50,000	$20,000	$15,000	$10,000	$2,500	$16,115	26
Supv. of Transp.	50,000	16,000	15,000	9,000	2,500	17,679	14
Supv. of Food Service	25,000	16,000	15,000	10,000	5,000	15,000	18
Sec., Clerical Staff	20,000	14,500	10,000	7,500	2,500	10,828	29
Custodial Emp.	15,000	12,000	10,000	9,000	2,500	10,241	27
Food Srv. Emp	15,000	10,000	10,000	5,000	2,000	9,115	26
Paraprofessional	16,000	14,500	10,000	6,000	2,000	10,094	16

REGION 1

TABLE 32

Total Annual Contribution for all Insurance Benefits Provided by Board

Job Title	99 %ile	75 %ile	Median	25 %ile	1st %ile	Mean	n
Supv. of Bldg. and Grounds	$1,322	$974	$841	$736	$233	$867	23
Supv. of Transp.	997	959	798	732	661	866	11
Supv. of Food Service	1,195	885	736	340	62	732	15
Sec., Clerical Staff	1,150	929	781	732	233	794	25
Custodial Emp.	1,150	943	789	714	233	786	24
Food Srv. Emp.	974	885	774	677	16	705	24
Paraprofessional	997	933	748	732	16	716	16

TABLE 33

Employee-Pupil Ratios by Job Titles

Job Title	99 %ile	75 %ile	Median	25 %ile	1st %ile	Mean	n
Sec., Clerical	453	344	247	188	111	265.5	29
Custodial	423	186	148	126	60	178.6	28
Food Service	312	191	138	119	72	153.1	28
Paraprofessional	5,172	640	383	197	137	757.3	22

REGION 2

TABLE 34

Employees in a Bargaining Unit by Job Titles

Job Title	In a Bargaining Unit	Not Part of a Bargaining Unit	n
Secretary, Clerical	76.92%	23.08%	26
Custodial	84.62%	15.38%	26
Food Service	30.77%	69.23%	26
Paraprofessional	38.46%	61.54%	26

TABLE 35

Mean Hourly Rate Paid to Full-time Employees

Job Titles	99 %ile	75 %ile	Median	25 %ile	1st %ile	Mean	n
Sec., Clerical	$4.81	$4.29	$4.15	$3.72	$3.47	$4.13	21
Custodial	5.14	4.83	4.49	4.30	3.86	4.57	23
Food Service	3.67	3.34	3.18	3.00	2.90	3.24	17
Paraprofessional	4.42	3.00	2.85	2.75	2.48	3.07	14

TABLE 36

Mean Hourly Rate Paid to Part-time Employees

Job Title	99 %ile	75 %ile	Median	25 %ile	1st %ile	Mean	n
Sec., Clerical	$4.25	$3.23	$2.86	$2.50	$2.30	$3.01	18
Custodial	4.95	4.36	3.50	3.00	2.34	3.70	18
Food Service	3.45	2.95	2.45	2.30	2.30	2.69	15
Paraprofessional	3.65	2.85	2.45	2.30	2.30	2.72	15

REGION 2

TABLE 37

Annual Salary by Job Titles

Job Title	99 %ile	75 %ile	Median	25 %ile	1st %ile	Mean	n
Supv. of Bldg. and Grounds	$27,550	$18,300	$16,370	$13,950	$10,400	$17,274	23
Supv. of Transp.	26,960	19,060	13,930	13,200	9,500	17,266	11
Supv. of Food Service	21,800	17,500	15,400	12,000	7,700	15,312	18
Sec., Clerical Staff	12,500	8,400	7,810	7,440	6,990	8,239	14
Custodial Emp.	12,160	9,300	9,000	8,600	8,030	9,391	13
Food Srv. Emp.	6,030	3,330	3,150	2,790	2,790	3,706	7
Paraprofessional	5,970	5,660	4,920	3,520	2,750	4,610	9

TABLE 38

Work Week in Hours by Job Titles

Job Title	99 %ile	75 %ile	Median	25 %ile	1st %ile	Mean	n
Supv. of Bldg. and Grounds	55	40	40	40	38	40.5	21
Supv. of Transp.	40	40	40	38	20[a]	37.6	9
Supv. of Food Service	40	40	40	40	20[a]	38.5	16
Sec., Clerical Staff	40	40	38	38	35	38.3	24
Custodial Emp.	40	40	40	40	38	39.8	24
Food Srv. Emp.	40	30	30	30	23[a]	30.9	17
Paraprofessional	40	38	35	25	15[a]	31.8	19

[a]The low number of hours worked reflects part-time employees.

REGION 2

TABLE 39

Maximum Annual Contribution for Hospitalization/Major Medical Provided by Board

Job Title	99 %ile	75 %ile	Median	25 %ile	1st %ile	Mean	n
Supv. of Bldg. and Grounds	$937	$878	$877	$877	$405	$856	21
Supv. of Transp.	878	877	877	758	405	813	10
Supv. of Food Service	937	878	877	868	292	838	16
Sec., Clerical	937	878	877	877	612	863	24
Custodial Emp.	937	878	877	877	768	874	24
Food Srv. Emp.	937	878	877	523	292	757	18
Paraprofessional	937	877	877	539	213	736	16

TABLE 40

Face Amount of Life Insurance

Job Title	99 %ile	75 %ile	Median	25 %ile	1st %ile	Mean	n
Supv. of Bldg. and Grounds	$72,000	$27,400	$17,000	$14,000	$10,000	$22,675	24
Supv. of Transp.	51,000	30,000	23,000	12,000	10,200	24,000	12
Supv. of Food Service	36,000	20,000	15,000	10,000	7,700	17,250	18
Sec., Clerical Staff	50,000	13,000	10,000	8,500	5,000	12,624	25
Custodial Emp.	60,000	13,600	10,000	8,000	5,000	12,969	26
Food Srv. Emp.	20,000	10,000	6,000	3,300	2,500	8,800	19
Paraprofessional	50,000	15,000	10,000	5,000	1,500	11,822	18

REGION 2

TABLE 41

Total Annual Contribution for all Insurance Benefits Provided by Board

Job Title	99 %ile	75 %ile	Median	25 %ile	1st %ile	Mean	n
Supv. of Bldg. and Grounds	$1,462	$1,140	$1,050	$979	$504	$1,063	22
Supv. of Transp.	1,187	1,120	934	570	478	954	11
Supv. of Food Service	1,187	1,120	986	919	450	972	17
Sec., Clerical Staff	1,184	1,011	958	904	720	964	24
Custodial Emp.	1,184	1,086	986	923	768	1,000	24
Food Srv. Emp.	1,184	977	922	358	96	747	19
Paraprofessional	1,184	967	929	358	16	754	18

TABLE 42

Employee-Pupil Ratios by Job Titles

Job Title	99 %ile	75 %ile	Median	25 %ile	1st %ile	Mean	n
Sec., Clerical	399	232	222	187	123	225.7	26
Custodial	333	160	128	115	101	145.7	24
Food Service	344	236	173	113	94	187.2	19
Paraprofessional	2,345	577	343	210	161	622.7	19

REGION 3

TABLE 43

Employees in a Bargaining Unit by Job Titles

Job Title	In a Bargaining Unit	Not Part of a Bargaining Unit	n
Secretary, Clerical	44.44%	55.56%	18
Custodial	88.89%	11.11%	18
Food Service	61.11%	38.89%	18
Paraprofessional	16.67%	83.33%	18

TABLE 44

Mean Hourly Rate Paid to Full-time Employees

Job Title	99 %ile	75 %ile	Median	25 %ile	1st %ile	Mean	n
Sec., Clerical	$4.37	$4.17	$3.60	$3.40	$2.35	$3.70	16
Custodial	4.91	4.20	4.07	3.75	3.59	4.15	17
Food Service	3.94	3.42	3.30	3.01	2.50	3.28	17
Paraprofessional	3.50	3.19	2.75	2.40	2.30	2.90	11

TABLE 45

Mean Hourly Rate Paid to Part-time Employees

Job Title	99 %ile	75 %ile	Median	25 %ile	1st %ile	Mean	n
Sec., Clerical	$4.12	$3.26	$3.05	$2.50	$2.30	$3.08	10
Custodial	4.75	3.70	3.45	3.00	2.40	3.44	16
Food Service	3.33	3.20	2.95	2.40	2.30	2.93	15
Paraprofessional	3.00	2.83	2.65	2.40	2.30	2.68	11

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TABLE 46

Annual Salary by Job Titles

Job Title	99 %ile	75 %ile	Median	25 %ile	1st %ile	Mean	n
Supv. of Bldg. and Grounds	$20,010	$15,900	$14,220	$12,500	$11,200	$14,851	16
Supv. of Transp.	28,700	21,300	12,500	9,500	9,080	17,514	8
Supv. of Food Service	18,800	16,220	12,500	8,710	8,470	13,043	12
Sec., Clerical Staff	10,700	7,800	7,290	6,800	6,480	7,657	13
Custodial Emp.	9,800	8,390	8,000	7,670	6,590	8,138	12
Food Srv. Emp.	4,850	4,350	4,000	3,850	2,680[a]	4,048	8
Paraprofessional	5,400	4,110	2,190	430[a]	430[a]	3,294	5

[a]The low annual salary reflects part-time employees.

TABLE 47

Work Week in Hours by Job Titles

Job Title	99 %ile	75 %ile	Median	25 %ile	1st %ile	Mean	n
Supv. of Bldg. and Grounds	44	40	40	40	40	40.3	16
Supv. of Transp.	44	40	40	40	40	40.6	7
Supv. of Food Service	40	40	38	35	35	38.6	11
Sec., Clerical Staff	40	38	38	35	35	37.8	17
Custodial Emp.	44	40	40	40	38	40.1	18
Food Srv. Emp.	40	35	34	30	25	33.6	17
Paraprofessional	40	35	30	20	5[a]	29.0	11

[a]The low number of hours worked reflects part-time employees.

REGION 3

TABLE 48

Maximum Annual Contribution for Hospitalization/Major Medical Provided by Board

Job Title	99 %ile	75 %ile	Median	25 %ile	1st %ile	Mean	n
Supv. of Bldg. and Grounds	$936	$858	$761	$657	$617	$781	17
Supv. of Transp.	931	870	761	697	618	799	9
Supv. of Food Service	936	871	761	656	617	780	14
Sec., Clerical Staff	936	870	790	657	617	792	18
Custodial Emp.	936	870	761	657	617	781	18
Food Srv. Emp.	936	870	721	617	246	717	15
Paraprofessional	880	851	856	617	246	691	8

TABLE 49

Face Amount of Life Insurance

Job Title	99 %ile	75 %ile	Median	25 %ile	1st %ile	Mean	n
Supv. of Bldg. and Grounds	$40,000	$18,200	$15,000	$12,000	$ 5,000	$15,993	16
Supv. of Transp.	40,000	15,000	12,500	11,000	11,000	16,633	9
Supv. of Food Service	20,000	15,000	14,000	10,000	4,000	13,350	14
Sec., Clerical Staff	18,200	12,500	10,000	5,000	4,000	10,394	17
Custodial Emp.	18,200	12,000	10,000	6,000	4,000	10,347	17
Food Srv. Emp.	15,200	12,000	5,000	4,500	4,000	8,300	14
Paraprofessional	15,000	7,000	5,000	4,000	2,000	7,187	8

REGION 3

TABLE 50

Total Annual Contribution for all Insurance Benefits Provided by Board

Job Title	99 %ile	75 %ile	Median	25 %ile	1st %ile	Mean	n
Supv. of Bldg. and Grounds	$1,287	$1,062	$964	$822	$678	$ 969	17
Supv. of Transp.	1,287	1,087	986	822	740	1,013	9
Supv. of Food Service	1,287	1,087	964	772	664	963	14
Sec., Clerical Staff	1,287	1,015	957	781	664	952	18
Custodial Emp.	1,287	1,022	942	770	664	938	18
Food Srv. Emp.	1,287	1,044	882	664	252	862	15
Paraprofessional	1,287	1,074	807	630	252	849	8

TABLE 51

Employee-Pupil Ratios by Job Titles

Job Title	99 %ile	75 %ile	Median	25 %ile	1st %ile	Mean	n
Sec., Clerical	484	365	260	206	137	282.9	17
Custodial	291	144	131	117	113	148.3	18
Food Service	722	183	124	114	97	187.8	17
Paraprofessional	2,431	466	260	190	103	602.1	13

REGION 4

TABLE 52

Employees in a Bargaining Unit by Job Titles

Job Title	In a Bargaining Unit	Not Part of a Bargaining Unit	n
Secretary, Clerical	30.00%	70.00%	30
Custodial	50.00%	50.00%	30
Food Service	43.33%	56.67%	30
Paraprofessional	20.00%	80.00%	30

TABLE 53

Mean Hourly Rate Paid to Full-time Employees

Job Title	99 %ile	75 %ile	Median	25 %ile	1st %ile	Mean	n
Sec., Clerical	$5.57	$3.57	$3.57	$3.35	$3.05	$3.59	21
Custodial	4.75	4.11	3.95	3.45	3.00	3.88	24
Food Service	3.99	3.30	3.10	2.90	2.55	3.15	24
Paraprofessional	3.75	3.28	3.12	2.75	2.30	3.06	20

TABLE 54

Mean Hourly Rate Paid to Part-time Employees

Job Title	99 %ile	75 %ile	Median	25 %ile	1st %ile	Mean	n
Sec., Clerical	$3.84	$3.28	$2.80	$2.60	$2.30	$2.96	12
Custodial	4.23	3.37	3.00	2.30	2.30	3.05	20
Food Service	3.56	3.00	2.69	2.45	2.30	2.76	24
Paraprofessional	3.50	2.85	2.75	2.35	2.30	2.77	11

REGION 4

TABLE 55

Annual Salary by Job Titles

Job Title	99 %ile	75 %ile	Median	25 %ile	1st %ile	Mean	n
Supv. of Bldg. and Grounds	$21,230	$14,870	$14,060	$12,860	$ 9,000	$14,190	21
Supv. of Transp.	------	------	14,000	------	------	14,000	1
Supv. of Food Service	17,190	7,520	6,500	5,250	4,210[a]	7,127	20
Sec., Clerical Staff	7,500	7,000	6,850	6,500	5,820	6,872	14
Custodial Emp.	9,480	8,680	8,000	7,400	6,890	8,177	14
Food Srv. Emp.	5,250	4,160	3,800	3,240	3,240	4,032	10
Paraprofessional	6,500	4,370	3,960	3,220	3,150[a]	4,172	9

[a]The low annual salary reflects part-time employees.

TABLE 56

Work Week in Hours by Job Titles

Job Title	99 %ile	75 %ile	Median	25 %ile	1st %ile	Mean	n
Supv. of Bldg. and Grounds	45	40	40	40	38	40.2	20
Supv. of Transp.	40	40	40	40	40	40.0	1
Supv. of Food Service	40	40	40	35	30	37.7	19
Sec., Clerical Staff	40	40	38	37	35	38.2	29
Custodial Emp.	40	40	40	40	38	39.9	29
Food Srv. Emp.	43	35	30	30	25[a]	32.0	26
Paraprofessional	38	35	30	28	10[a]	30.8	22

[a]The low number of hours worked reflects part-time employees.

REGION 4

TABLE 57

Maximum Annual Contribution for Hospitalization/Major Medical Provided by Board

Job Title	99 %ile	75 %ile	Median	25 %ile	1st %ile	Mean	n
Supv. of Bldg. and Grounds	$912	$756	$685	$656	$212	$684	19
Supv. of Transp.	673	673	673	673	673	673	1
Supv. of Food Service	912	756	685	633	212	646	17
Sec., Clerical Staff	912	756	676	669	219	707	27
Custodial Emp.	912	756	672	655	219	700	27
Food Srv. Emp.	912	756	685	602	200	679	27
Paraprofessional	912	756	685	656	219	703	18

TABLE 58

Face Amount of Life Insurance

Job Title	99 %ile	75 %ile	Median	25 %ile	1st %ile	Mean	n
Supv. of Bldg. and Grounds	$50,000	$10,000	$10,000	$ 9,000	$ 5,000	$12,038	21
Supv. of Transp.	10,800	10,000	10,000	10,000	10,000	10,400	2
Supv. of Food Service	17,000	10,000	10,000	6,000	3,000	9,000	20
Sec., Clerical Staff	12,000	10,000	10,000	6,300	5,000	8,572	29
Custodial Emp.	12,000	10,000	8,000	5,000	2,100	8,048	29
Food Srv. Emp.	12,000	10,000	9,000	5,000	900	7,757	28
Paraprofessional	15,000	10,000	9,000	5,000	3,000	7,865	20

REGION 4

TABLE 59

Total Annual Contribution for all Insurance Benefits Provided by Board

Job Title	99 %ile	75 %ile	Median	25 %ile	1st %ile	Mean	n
Supv. of Bldg. and Grounds	$1,005	$850	$810	$697	$257	$763	19
Supv. of Transp.	-----	---	825	---	---	825	1
Supv. of Food Service	937	837	774	674	257	711	16
Sec., Clerical Staff	1,469	854	788	700	257	806	25
Custodial Emp.	1,863	854	786	683	257	810	25
Food Srv. Emp.	1,005	854	784	683	257	775	25
Paraprofessional	956	850	754	697	257	763	18

TABLE 60

Employee-Pupil Ratios by Job Titles

Job Title	99 %ile	75 %ile	Median	25 %ile	1st %ile	Mean	n
Sec., Clerical	499	335	289	231	135	286.3	30
Custodial	275	204	162	146	123	175.7	30
Food Service	319	155	134	119	102	150.4	29
Paraprofessional	2,777	426	296	170	96	465.8	24

REGION 5

TABLE 61

Employees in a Bargaining Unit by Job Titles

Job Title	In a Bargaining Unit	Not Part of a Bargaining Unit	n
Secretary, Clerical	25.00%	75.00%	24
Custodial	54.17%	45.83%	24
Food Service	37.50%	62.50%	24
Paraprofessional	25.00%	75.00%	24

TABLE 62

Mean Hourly Rate Paid to Full-time Employees

Job Title	99 %ile	75 %ile	Median	25 %ile	1st %ile	Mean	n
Sec., Clerical	$3.86	$3.70	$3.55	$3.30	$3.21	$3.56	12
Custodial	4.57	3.79	3.66	3.25	3.14	3.66	14
Food Service	3.75	3.33	3.08	2.75	2.55	3.12	18
Paraprofessional	4.05	3.25	2.88	2.70	2.30	2.99	16

TABLE 63

Mean Hourly Rate Paid to Part-time Employees

Job Title	99 %ile	75 %ile	Median	25 %ile	1st %ile	Mean	n
Sec., Clerical	$3.85	$3.21	$2.75	$2.50	$2.30	$2.93	11
Custodial	5.41	3.30	3.00	2.50	2.30	3.13	17
Food Service	3.16	3.05	2.65	2.50	2.30	2.78	17
Paraprofessional	4.05	3.05	2.83	2.50	2.30	2.93	13

REGION 5

TABLE 64

Annual Salary by Job Titles

Job Title	99 %ile	75 %ile	Median	25 %ile	1st %ile	Mean	n
Supv. of Bldg. and Grounds	$18,030	$13,970	$11,820	$10,370	$ 8,010	$12,367	20
Supv. of Transp.	27,500	10,930	10,000	5,000	5,000[a]	13,138	6
Supv. of Food Service	17,580	12,200	8,100	6,800	5,750	9,617	19
Sec., Clerical Staff	11,120	7,640	6,520	5,970	4,500	6,951	19
Custodial Emp.	10,490	9,300	7,630	6,920	6,750	8,271	15
Food Srv. Emp.	4,360	3,800	3,000	2,550	2,550[a]	3,497	8
Paraprofessional	4,350	3,550	3,000	2,520	2,520[a]	3,306	7

[a]The low annual salary reflects part-time employees.

TABLE 65

Work Week in Hours by Job Titles

Job Title	99 %ile	75 %ile	Median	25 %ile	1st %ile	Mean	n
Supv. of Bldg. and Grounds	60	40	40	40	38	41.1	19
Supv. of Transp.	43	40	38	20[a]	20[a]	36.6	7
Supv. of Food Service	40	40	40	35	30	38.0	20
Sec., Clerical Staff	40	40	36	35	30	36.9	23
Custodial Emp.	44	40	40	40	38	40.3	23
Food Srv. Emp.	40	33	30	25	13[a]	30.3	22
Paraprofessional	37	35	30	20	5[a]	28.8	20

[a]The low number of hours worked reflects part-time employees.

REGION 5

TABLE 66

Maximum Annual Contribution for Hospitalization/Major Medical Provided by Board

Job Title	99 %ile	75 %ile	Median	25 %ile	1st %ile	Mean	n
Supv. of Bldg. and Grounds	$1,078	$835	$739	$643	$580	$775	19
Supv. of Transp.	1,037	835	719	698	221	756	9
Supv. of Food Service	1,037	766	719	617	238	710	20
Sec., Clerical Staff	1,078	835	739	643	531	773	22
Custodial Emp.	1,078	807	719	643	531	758	22
Food Srv. Emp.	1,078	766	719	643	230	716	20
Paraprofessional	988	766	739	617	233	703	14

TABLE 67

Face Amount of Life Insurance

Job Title	99 %ile	75 %ile	Median	25 %ile	1st %ile	Mean	n
Supv. of Bldg. and Grounds	$20,000	$12,000	$10,000	$10,000	$ 6,000	$11,575	20
Supv. of Transp.	24,000	12,000	12,000	10,000	10,000	13,500	10
Supv. of Food Service	20,000	12,000	10,000	10,000	6,000	11,552	19
Sec., Clerical Staff	20,000	12,000	10,000	10,000	6,000	11,636	22
Custodial Emp.	20,000	12,000	10,000	10,000	6,000	11,428	21
Food Srv. Emp.	20,000	12,000	10,000	9,000	5,000	11,000	18
Paraprofessional	15,000	12,000	10,000	9,000	6,000	10,666	12

REGION 5

TABLE 68

Total Annual Contribution for all Insurance Benefits Provided by Board

Job Title	99 %ile	75 %ile	Median	25 %ile	1st %ile	Mean	n
Supv. of Bldg. and Grounds	$1,260	$937	$825	$711	$603	$860	20
Supv. of Transp.	1,260	878	746	662	261	832	10
Supv. of Food Service	1,260	878	746	659	420	802	21
Sec., Clerical Staff	1,260	937	825	689	577	861	23
Custodial Emp.	1,260	917	771	689	577	846	23
Food Srv. Emp.	1,135	878	764	662	230	785	21
Paraprofessional	1,124	878	825	659	262	788	16

TABLE 69

Employee-Pupil Ratios by Job Titles

Job Title	99 %ile	75 %ile	Median	25 %ile	1st %ile	Mean	n
Sec., Clerical	413	353	280	242	169	297.7	24
Custodial	423	200	154	116	56	169.8	24
Food Service	1,083	198	143	116	114	224.1	23
Paraprofessional	1,777	419	249	198	129	483.1	21

REGION 6

TABLE 70

Employees in a Bargaining Unit by Job Titles

Job Title	In a Bargaining Unit	Not Part of a Bargaining Unit	n
Secretary, Clerical	56.67%	43.33%	30
Custodial	66.67%	33.33%	30
Food Service	46.67%	53.33%	30
Paraprofessional	36.67%	63.33%	30

TABLE 71

Mean Hourly Rate Paid to Full-time Employees

Job Title	99 %ile	75 %ile	Median	25 %ile	1st %ile	Mean	n
Sec., Clerical	$5.01	$4.43	$4.19	$3.66	$3.31	$4.15	21
Custodial	5.27	4.55	4.28	3.80	3.65	4.23	28
Food Service	4.39	3.34	3.25	2.85	2.30	3.22	25
Paraprofessional	4.80	3.69	3.32	3.00	2.83	3.47	22

TABLE 72

Mean Hourly Rate Paid to Part-time Employees

Job Title	99 %ile	75 %ile	Median	25 %ile	1st %ile	Mean	n
Sec., Clerical	$4.12	$3.25	$2.97	$2.57	$2.20	$3.12	19
Custodial	5.01	3.58	3.20	2.75	2.54	3.39	23
Food Service	3.62	3.00	2.78	2.50	2.30	2.83	25
Paraprofessional	3.74	3.00	2.85	2.60	2.45	2.95	18

REGION 6

TABLE 73

Annual Salary by Job Titles

Job Title	99 %ile	75 %ile	Median	25 %ile	1st %ile	Mean	n
Supv. of Bldg. and Grounds	$29,010	$20,500	$16,940	$13,100	$10,670	$17,464	28
Supv. of Transp.	25,150	17,560	12,690	10,000	4,040[a]	14,206	19
Supv. of Food Service	24,310	17,050	12,190	7,770	6,630	13,561	23
Sec., Clerical Staff	11,740	8,500	7,620	6,530	5,570	7,873	22
Custodial Emp.	10,680	9,450	8,650	7,700	7,500	8,824	19
Food Srv. Emp.	8,500	3,600	2,780	2,190[a]	2,110[a]	3,703	8
Paraprofessional	8,790	4,910	3,980	3,240	930[a]	4,305	13

[a]The low annual salary reflects part-time employees.

TABLE 74

Work Week in Hours by Job Titles

Job Title	99 %ile	75 %ile	Median	25 %ile	1st %ile	Mean	n
Supv. of Bldg. and Grounds	60	40	40	40	35	41.0	26
Supv. of Transp.	50	40	40	40	20[a]	39.1	14
Supv. of Food Service	40	40	40	35	30	37.4	22
Sec., Clerical Staff	40	38	38	35	35	37.4	26
Custodial Emp.	40	40	40	40	38	39.9	26
Food Srv. Emp.	40	31	30	25	20[a]	29.4	25
Paraprofessional	40	35	30	30	10[a]	30.8	24

[a]The low number of hours worked reflects part-time employees.

REGION 6

TABLE 75

Maximum Annual Contribution for Hospitalization/Major Medical Provided by Board

Job Title	99 %ile	75 %ile	Median	25 %ile	1st %ile	Mean	n
Supv. of Bldg. and Grounds	$1,251	$783	$764	$704	$491	$793	29
Supv. of Transp.	1,040	872	749	622	491	765	19
Supv. of Food Service	1,251	852	765	741	506	808	23
Sec., Clerical Staff	1,251	833	764	632	491	768	30
Custodial Emp.	1,251	852	764	632	182	751	30
Food Srv. Emp.	1,251	852	760	506	83	693	22
Paraprofessional	1,040	781	730	540	40	676	22

TABLE 76

Face Amount of Life Insurance

Job Title	99 %ile	75 %ile	Median	25 %ile	1st %ile	Mean	n
Supv. of Bldg. and Grounds	$48,000	$22,800	$12,500	$10,000	$ 7,000	$17,475	28
Supv. of Transp.	32,000	15,000	12,000	10,000	6,000	14,100	18
Supv. of Food Service	41,000	17,000	10,000	10,000	7,000	15,396	23
Sec., Clerical Staff	14,000	10,000	10,000	7,000	4,300	9,128	29
Custodial Emp.	14,000	10,000	9,500	8,000	3,800	8,855	29
Food Srv. Emp.	14,000	10,000	7,000	4,000	1,400	7,087	23
Paraprofessional	11,000	10,000	7,000	4,000	1,800	6,990	21

REGION 6

TABLE 77

Total Annual Contribution for all Insurance Benefits Provided by Board

Job Title	99 %ile	75 %ile	Median	25 %ile	1st %ile	Mean	n
Supv. of Bldg. and Grounds	$1,663	$1,203	$1,143	$810	$534	$ 819	28
Supv. of Transp.	1,663	1,146	1,081	775	534	1,045	18
Supv. of Food Service	1,642	1,197	1,122	810	216	1,060	23
Sec., Clerical Staff	1,619	1,093	1,029	790	517	819	28
Custodial Emp.	1,529	1,197	1,102	784	517	791	29
Food Srv. Emp.	1,323	1,081	790	378	30	783	23
Paraprofessional	1,190	1,029	789	398	40	713	21

TABLE 78

Employee-Pupil Ratios by Job Titles

Job Title	99 %ile	75 %ile	Median	25 %ile	1st %ile	Mean	n
Sec., Clerical	352	247	207	177	131	217.9	28
Custodial	302	171	154	140	95	157.8	27
Food Service	376	183	158	108	80	163.1	26
Paraprofessional	1,880	661	330	176	99	470.0	24

REGION 7

TABLE 79

Employees in a Bargaining Unit by Job Titles

Job Title	In a Bargaining Unit	Not Part of a Bargaining Unit	n
Secretary, Clerical	7.14%	92.86%	14
Custodial	14.29%	85.71%	14
Food Service	7.14%	92.86%	14
Paraprofessional	7.14%	92.86%	14

TABLE 80

Mean Hourly Rate Paid to Full-time Employees

Job Title	99 %ile	75 %ile	Median	25 %ile	1st %ile	Mean	n
Sec., Clerical	$4.18	$3.87	$3.40	$3.23	$3.00	$3.60	13
Custodial	4.50	3.98	3.85	3.74	3.45	3.91	13
Food Service	3.34	3.07	2.95	2.85	2.70	2.99	14
Paraprofessional	6.30	3.09	2.75	2.56	2.50	3.26	8

TABLE 81

Mean Hourly Rate Paid to Part-time Employees

Job Titles	99 %ile	75 %ile	Median	25 %ile	1st %ile	Mean	n
Sec., Clerical	$3.62	$3.05	$2.85	$2.70	$2.40	$2.95	10
Custodial	3.98	3.40	3.05	2.65	2.65	3.25	10
Food Service	3.00	2.70	2.65	2.55	2.40	2.67	14
Paraprofessional	3.58	2.85	2.75	2.45	2.40	2.81	10

REGION 7

TABLE 82

Annual Salary by Job Titles

Job Title	99 %ile	75 %ile	Median	25 %ile	1st %ile	Mean	n
Supv. of Bldg. and Grounds	$16,000	$14,710	$13,700	$10,700	$10,500	$13,672	13
Supv. of Transp.	13,000	11,950	11,800	10,080	10,080	11,722	6
Supv. of Food Service	15,000	10,250	9,550	6,260	5,490	9,525	13
Sec., Clerical Staff	8,200	7,380	7,060	5,350	5,350	7,100	7
Custodial Emp.	8,340	8,320	8,080	7,000	7,000	7,934	4
Food Srv. Emp.	------	------	3,550	------	------	3,550	1
Paraprofessional	4,300	3,370	2,990	950[a]	950[a]	3,074	5

[a]The low annual salary reflects part-time employees.

TABLE 83

Work Week in Hours by Job Titles

Job Title	99 %ile	75 %ile	Median	25 %ile	1st %ile	Mean	n
Supv. of Bldg. and Grounds	40	40	40	40	38	39.9	13
Supv. of Transp.	40	40	40	20[a]	20[a]	36.7	6
Supv. of Food Service	40	40	38	35	30	37.2	14
Sec., Clerical Staff	40	40	38	35	35	38.4	14
Custodial Emp.	40	40	40	40	38	39.9	14
Food Srv. Emp.	40	35	35	27	15[a]	31.9	14
Paraprofessional	38	33	20	20	13[a]	26.6	13

[a]The low number of hours worked reflects part-time employees.

REGION 7

TABLE 84

Maximum Annual Contribution for Hospitalization/Major Medical Provided by Board

Job Title	99 %ile	75 %ile	Median	25 %ile	1st %ile	Mean	n
Supv. of Bldg. and Grounds	$671	$608	$539	$494	$317	$554	13
Supv. of Transp.	671	539	524	235	235	505	6
Supv. of Food Service	671	608	504	214	182	452	14
Sec., Clerical Staff	671	608	524	317	235	499	14
Custodial Emp.	671	608	524	317	188	494	14
Food Srv. Emp	671	608	441	195	156	435	14
Paraprofessional	671	504	317	191	184	413	9

TABLE 85

Face Amount of Life Insurance

Job Title	99 %ile	75 %ile	Median	25 %ile	1st %ile	Mean	n
Supv. of Bldg. and Grounds	$30,000	$10,000	$ 7,500	$ 7,000	$ 5,000	$ 9,808	13
Supv. of Transp.	15,000	10,000	7,500	5,000	5,000	9,083	6
Supv. of Food Service	22,500	10,000	7,500	5,000	4,000	9,308	13
Sec., Clerical Staff	11,000	10,000	7,500	6,000	5,000	7,964	14
Custodial Emp.	11,000	10,000	7,500	6,000	5,000	8,143	14
Food Srv. Emp.	10,000	7,500	7,500	5,000	3,000	7,385	13
Paraprofessional	10,000	7,500	6,000	5,000	2,000	6,722	9

REGION 7

TABLE 86

Total Annual Contribution for all Insurance Benefits Provided by Board

Job Title	99 %ile	75 %ile	Median	25 %ile	1st %ile	Mean	n
Supv. of Bldg. and Grounds	$734	$685	$627	$580	$421	$629	13
Supv. of Transp.	734	701	686	265	265	597	6
Supv. of Food Service	734	685	604	247	195	521	14
Sec., Clerical Staff	734	685	627	421	256	565	14
Custodial Emp.	734	678	604	415	205	551	14
Food Srv. Emp.	713	678	466	259	164	488	14
Paraprofessional	713	604	349	259	188	463	9

TABLE 87

Employee-Pupil Ratios by Job Titles

Job Title	99 %ile	75 %ile	Median	25 %ile	1st %ile	Mean	n
Sec., Clerical	322	273	211	163	140	225.6	14
Custodial	273	187	168	141	111	173.2	14
Food Service	174	124	115	95	86	118.9	14
Paraprofessional	1,046	444	307	213	159	406.7	12

REGION 8

TABLE 88

Employees in a Bargaining Unit by Job Titles

Job Title	In a Bargaining Unit	Not Part of a Bargaining Unit	n
Secretary, Clerical	16.67%	83.33%	30
Custodial	26.67%	73.33%	30
Food Service	13.33%	86.67%	30
Paraprofessional	16.67%	83.33%	30

TABLE 89

Mean Hourly Rate Paid to Full-time Employees

Job Title	99 %ile	75 %ile	Median	25 %ile	1st %ile	Mean	n
Sec., Clerical	$4.50	$3.91	$3.80	$3.30	$2.71	$3.71	27
Custodial	4.35	3.89	3.65	3.38	2.91	3.66	28
Food Service	3.65	3.15	3.00	2.75	2.57	3.03	29
Paraprofessional	3.50	3.14	2.95	2.60	1.50	2.91	26

TABLE 90

Mean Hourly Rate Paid to Part-time Employees

Job Title	99 %ile	75 %ile	Median	25 %ile	1st %ile	Mean	n
Sec., Clerical	$3.85	$3.25	$2.75	$2.60	$2.30	$3.00	21
Custodial	3.93	3.20	2.92	2.80	2.45	3.04	25
Food Service	3.51	2.84	2.67	2.50	2.30	2.73	25
Paraprofessional	3.46	2.95	2.63	2.40	2.30	2.74	15

REGION 8

TABLE 91

Annual Salary by Job Titles

Job Title	99 %ile	75 %ile	Median	25 %ile	1st %ile	Mean	n
Supv. of Bldg. and Grounds	$24,100	$15,550	$13,700	$10,800	$ 8,000	$14,088	26
Supv. of Transp.	16,750	12,870	10,300	9,400	8,000	11,885	13
Supv. of Food Service	17,200	11,360	9,000	7,300	4,610	9,789	24
Sec., Clerical Staff	9,000	7,500	7,170	6,720	6,090	7,419	11
Custodial Emp.	9,180	7,720	7,120	6,500	6,400	7,574	10
Food Srv. Emp.	6,500	3,100	3,100	2,830[a]	2,830[a]	3,986	5
Paraprofessional	5,000	3,700	3,440	2,500[a]	2,500[a]	3,620	6

[a]The low annual salary reflects part-time employees.

TABLE 92

Work Week in Hours by Job Titles

Job Title	99 %ile	75 %ile	Median	25 %ile	1st %ile	Mean	n
Supv. of Bldg. and Grounds	45	40	40	40	40	40.5	27
Supv. of Transp.	40	40	40	40	32	39.4	14
Supv. of Food Service	40	40	40	35	30	38.0	25
Sec., Clerical Staff	40	38	38	35	35	37.7	30
Custodial Emp.	44	40	40	40	40	40.3	30
Food Srv. Emp.	40	30	30	30	25	30.0	30
Paraprofessional	38	35	30	25	5[a]	30.6	25

[a]The low number of hours worked reflects part-time employees.

REGION 8

TABLE 93

Maximum Annual Contribution for Hospitalization/Major Medical Provided by Board

Job Title	99 %ile	75 %ile	Median	25 %ile	1st %ile	Mean	n
Supv. of Bldg. and Grounds	$745	$600	$542	$441	$217	$535	26
Supv. of Transp.	723	586	538	441	217	536	13
Supv. of Food Service	745	600	540	441	217	531	24
Sec., Clerical Staff	745	600	542	446	217	536	28
Custodial Emp.	745	600	542	441	217	530	28
Food Srv. Emp.	745	571	521	430	217	503	25
Paraprofessional	723	568	448	415	217	491	19

TABLE 94

Face Amount of Life Insurance

Job Title	99 %ile	75 %ile	Median	25 %ile	1st %ile	Mean	n
Supv. of Bldg. and Grounds	$35,000	$10,000	$ 8,400	$ 5,000	$ 2,500	$ 9,827	26
Supv. of Transp.	12,500	10,000	10,000	5,000	5,000	8,536	14
Supv. of Food Service	17,200	10,000	8,000	5,000	2,500	7,942	24
Sec., Clerical Staff	10,500	10,000	6,500	5,000	2,500	6,796	28
Custodial Emp.	10,500	8,000	6,000	5,000	2,500	6,550	28
Food Srv. Emp.	10,500	7,500	5,000	4,000	2,100	6,044	25
Paraprofessional	10,000	7,000	5,000	3,000	1,200	5,711	19

REGION 8

TABLE 95

Total Annual Contribution for all Insurance Benefits Provided by Board

Job Title	99 %ile	75 %ile	Median	25 %ile	1st %ile	Mean	n
Supv. of Bldg. and Grounds	$945	$643	$603	$477	$290	$604	25
Supv. of Transp.	945	727	610	477	255	611	12
Supv. of Food Service	945	663	600	461	253	601	23
Sec., Clerical Staff	918	679	600	461	259	602	27
Custodial Emp.	923	679	593	460	261	593	27
Food Srv. Emp.	895	621	556	439	242	556	25
Paraprofessional	750	623	588	442	243	551	18

TABLE 96

Employee-Pupil Ratios by Job Titles

Job Title	99 %ile	75 %ile	Median	25 %ile	1st %ile	Mean	n
Sec., Clerical	341	252	229	194	143	232.8	29
Custodial	286	174	157	132	84	166.4	29
Food Service	473	157	129	109	78	147.6	29
Paraprofessional	878	387	228	147	64	322.7	27

REGION 9

TABLE 97

Employees in a Bargaining Unit by Job Titles

Job Title	In a Bargaining Unit	Not Part of a Bargaining Unit	n
Secretary, Clerical	26.92%	73.08%	26
Custodial	38.46%	61.54%	26
Food Service	34.62%	65.38%	26
Paraprofessional	26.92%	73.08%	26

TABLE 98

Mean Hourly Rate Paid to Full-time Employees

Job Title	99 %ile	75 %ile	Median	25 %ile	1st %ile	Mean	n
Sec., Clerical	$4.83	$3.80	$3.42	$3.27	$3.10	$3.66	19
Custodial	4.32	3.70	3.48	3.40	2.95	3.58	21
Food Service	3.44	3.20	3.06	2.85	2.68	3.05	24
Paraprofessional	3.62	3.15	2.97	2.80	2.70	3.03	19

TABLE 99

Mean Hourly Rate Paid to Part-time Employees

Job Title	99 %ile	75 %ile	Median	25 %ile	1st %ile	Mean	n
Sec., Clerical	$4.03	$3.14	$2.85	$2.70	$2.50	$2.99	14
Custodial	4.03	3.05	2.70	2.50	2.30	2.92	15
Food Service	3.35	2.95	2.75	2.50	2.30	2.77	23
Paraprofessional	3.15	2.85	2.70	2.60	2.44	2.76	17

REGION 9

TABLE 100

Annual Salary by Job Titles

Job Title	99 %ile	75 %ile	Median	25 %ile	1st %ile	Mean	n
Supv. of Bldg. and Grounds	$14,300	$12,500	$10,700	$10,000	$ 8,650	$11,412	19
Supv. of Transp.	13,100	10,000	7,710	7,200	7,200	9,786	5
Supv. of Food Service	18,500	8,400	7,000	6,400	3,830	8,075	13
Sec., Clerical Staff	9,700	7,200	6,780	6,230	5,530	7,112	14
Custodial Emp.	9,000	8,320	7,650	7,100	6,250	7,792	14
Food Srv. Emp.	4,700	3,800	3,240	2,850	2,450	3,610	9
Paraprofessional	4,460	3,600	3,270	2,930	2,930	3,574	7

TABLE 101

Work Week in Hours by Job Titles

Job Title	99 %ile	75 %ile	Median	25 %ile	1st %ile	Mean	n
Supv. of Bldg. and Grounds	48	40	40	40	40	40.8	21
Supv. of Transp.	40	40	38	35	30	37.3	8
Supv. of Food Service	40	40	35	33	30	36.5	15
Sec., Clerical Staff	40	38	37	35	35	36.9	25
Custodial Emp.	48	40	40	40	40	40.5	25
Food Srv. Emp.	38	30	30	25	20	28.9	22
Paraprofessional	38	35	30	25	15	29.7	21

[a]The low number of hours worked reflects part-time employees.

REGION 9

TABLE 102

Maximum Annual Contribution for Hospitalization/Major Medical Provided by Board

Job Title	99 %ile	75 %ile	Median	25 %ile	1st %ile	Mean	n
Supv. of Bldg. and Grounds	$902	$672	$616	$490	$209	$579	20
Supv. of Transp.	752	616	527	404	384	559	8
Supv. of Food Service	752	671	616	492	384	601	15
Sec., Clerical Staff	903	672	616	505	252	609	25
Custodial Emp.	903	672	616	505	252	609	25
Food Srv. Emp.	903	672	616	505	252	592	20
Paraprofessional	933	672	616	505	252	616	17

TABLE 103

Face Amount of Life Insurance

Job Title	99 %ile	75 %ile	Median	25 %ile	1st %ile	Mean	n
Supv. of Bldg. and Grounds	$15,000	$10,000	$10,000	$ 6,500	$ 5,000	$ 9,353	17
Supv. of Transp.	15,000	12,500	10,000	5,000	5,000	11,357	7
Supv. of Food Service	15,000	10,000	10,000	5,000	5,000	9,000	12
Sec., Clerical Staff	15,000	10,000	10,000	6,000	5,000	8,857	21
Custodial Emp.	15,000	10,000	10,000	6,000	5,000	8,857	21
Food Srv. Emp.	12,500	7,500	7,000	5,000	5,000	8,099	15
Paraprofessional	15,000	10,000	7,500	5,000	5,000	8,767	15

REGION 9

TABLE 104

Total Annual Contribution for all Insurance Benefits Provided by Board

Job Title	99 %ile	75 %ile	Median	25 %ile	1st %ile	Mean	n
Supv. of Bldg. and Grounds	$ 933	$699	$658	$520	$316	$630	20
Supv. of Transp.	1,180	699	657	556	384	682	8
Supv. of Food Service	1,180	699	657	551	384	668	15
Sec., Clerical Staff	1,083	736	676	551	316	683	25
Custodial Emp.	1,083	736	676	551	316	683	25
Food Srv. Emp.	1,083	729	676	548	316	678	19
Paraprofessional	1,083	736	695	570	316	699	16

TABLE 105

Employee-Pupil Ratios by Job Titles

Job Title	99 %ile	75 %ile	Median	25 %ile	1st %ile	Mean	n
Sec., Clerical	556	273	237	204	152	265.7	25
Custodial	312	187	162	137	73	169.1	22
Food Srv. Emp.	236	160	123	109	62	142.8	22
Paraprofessional	717	259	199	146	90	272.5	21

REGION 10

TABLE 106

Employees in a Bargaining Unit by Job Titles

Job Title	In a Bargaining Unit	Not Part of a Bargaining Unit	n
Secretary, Clerical	21.74%	78.26%	23
Custodial	47.83%	52.17%	23
Food Service	39.13%	60.87%	23
Paraprofessional	26.09%	73.91%	23

TABLE 107

Mean Hourly Rate Paid to Full-time Employees

Job Title	99 %ile	75 %ile	Median	25 %ile	1st %ile	Mean	n
Sec., Clerical	$4.03	$3.70	$3.50	$3.26	$3.15	$3.55	15
Custodial	5.52	3.74	3.70	3.41	3.20	3.78	18
Food Service	3.50	3.21	3.02	2.85	2.47	3.03	20
Paraprofessional	3.45	2.95	2.75	2.60	2.28	2.81	16

TABLE 108

Mean Hourly Rate Paid to Part-time Employees

Job Title	99 %ile	75 %ile	Median	25 %ile	1st %ile	Mean	n
Sec., Clerical	$3.69	$2.75	$2.60	$2.30	$2.30	$2.7?	10
Custodial	3.66	2.90	2.70	2.50	2.45	2.81	14
Food Service	3.20	2.90	2.70	2.50	2.30	2.76	19
Paraprofessional	3.20	2.50	2.50	2.30	2.30	2.57	10

REGION 10

TABLE 109

Annual Salary by Job Titles

Job Title	99 %ile	75 %ile	Median	25 %ile	1st %ile	Mean	n
Supv. of Bldg. and Grounds	$14,650	$11,300	$10,950	$ 9,480	$ 8,250	$11,178	15
Supv. of Transp.	20,430	11,300	11,300	11,300	11,300	15,865	2
Supv. of Food Service	18,000	8,000	5,700	4,940	4,660	7,693	17
Sec., Clerical Staff	8,100	7,240	6,720	6,000	5,620	6,763	12
Custodial Emp.	13,750	7,930	7,580	7,060	4,510	7,922	12
Food Srv. Emp.	4,030	3,340	3,000	2,800	2,560	3,267	9
Paraprofessional	5,450	4,030	3,270	2,800	1,800	3,596	11

TABLE 110

Work Week in Hours by Job Titles

Job Title	99 %ile	75 %ile	Median	25 %ile	1st %ile	Mean	n
Supv. of Bldg. and Grounds	49	40	40	40	40	40.7	17
Supv. of Transp.	40	40	38	38	38	39.3	3
Supv. of Food Service	40	40	40	35	30	37.8	19
Sec., Clerical Staff	40	40	38	38	35	38.7	22
Custodial Emp.	49	40	40	40	40	40.4	21
Food Srv. Emp.	40	38	35	30	30	34.6	19
Paraprofessional	40	35	33	30	20	33.5	15

REGION 10

TABLE 111

Maximum Annual Contribution for Hospitalization/Major Medical Provided by Board

Job Title	99 %ile	75 %ile	Median	25 %ile	1st %ile	Mean	n
Supv. of Bldg. and Grounds	$810	$799	$673	$600	$519	$684	18
Supv. of Transp.	810	673	619	600	600	700	5
Supv. of Food Service	818	799	619	562	144	619	17
Sec., Clerical Staff	818	810	673	575	471	688	23
Custodial Emp.	818	810	673	600	471	691	23
Food Srv. Emp.	818	799	619	562	81	634	21
Paraprofessional	818	673	619	562	471	652	14

TABLE 112

Face Amount of Life Insurance

Job Title	99 %ile	75 %ile	Median	25 %ile	1st %ile	Mean	n
Supv. of Bldg. and Grounds	$25,000	$10,000	$ 9,500	$ 5,000	$ 2,000	$ 9,633	15
Supv. of Transp.	10,000	5,000	5,000	5,000	5,000	6,667	3
Supv. of Food Service	12,000	10,000	8,000	5,000	2,000	7,615	13
Sec., Clerical Staff	12,000	9,000	7,500	5,000	2,000	7,500	19
Custodial Emp.	12,000	8,000	7,500	5,000	2,000	7,458	19
Food Srv. Emp.	12,000	10,000	7,500	5,000	2,000	7,313	16
Paraprofessional	12,000	8,000	6,000	3,000	2,000	6,909	11

REGION 10

TABLE 113

Total Annual Contribution for all Insurance Benefits Provided by Board

Job Title	99 %ile	75 %ile	Median	25 %ile	1st %ile	Mean	n
Supv. of Bldg. and Grounds	$1,116	$816	$700	$626	$573	$753	18
Supv. of Transp.	835	709	658	600	600	724	5
Supv. of Food Service	1,000	813	658	578	161	648	17
Sec., Clerical Staff	1,110	828	700	600	494	741	23
Custodial Emp.	1,110	828	695	626	494	743	23
Food Srv. Emp.	1,000	813	660	578	98	667	21
Paraprofessional	841	687	657	578	494	677	14

TABLE 114

Employee-Pupil Ratios by Job Titles

Job Title	99 %ile	75 %ile	Median	25 %ile	1st %ile	Mean	n
Sec., Clerical	452	306	228	205	170	268.5	23
Custodial	372	219	178	144	113	194.5	23
Food Service	365	177	142	106	97	167.8	21
Paraprofessional	3,281	399	252	173	72	528.1	19

REGION 11

TABLE 115

Employees in a Bargaining Unit by Job Titles

Job Title	In a Bargaining Unit	Not Part of a Bargaining Unit	n
Secretary, Clerical	36.36%	63.64%	22
Custodial	77.27%	22.73%	22
Food Service	45.45%	54.55%	22
Paraprofessional	18.18%	81.82%	22

TABLE 116

Mean Hourly Rate Paid to Full-time Employees

Job Title	99 %ile	75 %ile	Median	25 %ile	1st %ile	Mean	n
Sec., Clerical	$4.55	$3.89	$3.65	$3.24	$2.85	$3.72	17
Custodial	4.21	3.95	3.85	3.50	3.38	3.79	19
Food Service	3.90	3.30	3.20	2.90	2.85	3.20	17
Paraprofessional	4.00	3.04	2.86	2.70	2.35	3.00	16

TABLE 117

Mean Hourly Rate Paid to Part-time Employees

Job Title	99 %ile	75 %ile	Median	25 %ile	1st %ile	Mean	n
Sec., Clerical	$3.75	$3.00	$2.60	$2.30	$2.30	$2.74	10
Custodial	3.95	3.50	3.00	2.85	2.30	3.15	16
Food Service	3.35	3.05	2.90	2.58	2.30	2.84	17
Paraprofessional	3.40	2.77	2.63	2.50	2.40	2.76	13

REGION 11

TABLE 118

Annual Salary by Job Titles

Job Title	99 %ile	75 %ile	Median	25 %ile	1st %ile	Mean	n
Supv. of Bldg. and Grounds	$20,750	$14,050	$12,000	$10,400	$ 8,710	$12,958	19
Supv. of Transp.	22,380	15,500	10,280	7,720	7,720	13,742	7
Supv. of Food Service	18,620	9,000	8,200	7,000	5,910	9,177	16
Sec., Clerical Staff	9,000	7,710	6,730	6,350	5,800	7,189	17
Custodial Emp.	9,000	8,190	8,100	7,560	7,060	7,966	16
Food Srv. Emp.	5,020	3,840	3,450	3,000	3,000	3,699	11
Paraprofessional	5,000	4,200	3,780	3,050	870[a]	3,571	13

[a]The low annual salary reflects part-time employees.

TABLE 119

Work Week in Hours by Job Titles

Job Title	99 %ile	75 %ile	Median	25 %ile	1st %ile	Mean	n
Supv. of Bldg. and Grounds	55	40	40	40	38	40.9	18
Supv. of Transp.	40	40	40	35	35	38.8	6
Supv. of Food Service	40	40	35	35	30	36.8	16
Sec., Clerical Staff	40	38	38	35	35	37.7	21
Custodial Emp.	44	40	40	40	40	40.2	21
Food Srv. Emp.	40	35	33	30	30	33.2	20
Paraprofessional	38	35	35	28	10[a]	30.8	18

[a]The low number of hours worked reflects part-time employees.

REGION 11

TABLE 120

Maximum Annual Contribution for Hospitalization/Major Medical Provided by Board

Job Title	99 %ile	75 %ile	Median	25 %ile	1st %ile	Mean	n
Supv. of Bldg. and Grounds	$ 769	$660	$636	$598	$192	$605	18
Supv. of Transp.	710	649	642	408	408	617	6
Supv. of Food Service	1,096	710	649	600	192	649	16
Sec., Clerical Staff	1,096	694	636	598	263	640	21
Custodial Emp.	1,096	710	642	490	323	637	20
Food Srv. Emp.	1,096	694	629	490	263	618	20
Paraprofessional	1,096	694	629	490	263	630	14

TABLE 121

Face Amount of Life Insurance

Job Title	99 %ile	75 %ile	Median	25 %ile	1st %ile	Mean	n
Supv. of Bldg. and Grounds	$15,000	$10,000	$10,000	$ 8,000	$ 5,000	$ 9,500	17
Supv. of Transp.	18,000	13,000	10,000	7,500	7,500	11,686	7
Supv. of Food Service	18,000	10,000	10,000	5,000	4,000	9,371	17
Sec., Clerical Staff	15,000	10,000	10,000	5,000	4,000	9,158	19
Custodial Emp.	15,000	10,000	10,000	6,000	4,000	9,139	18
Food Srv. Emp.	15,000	10,000	10,000	5,000	4,000	8,722	18
Paraprofessional	15,000	10,000	10,000	5,000	4,000	9,750	12

REGION 11

TABLE 122

Total Annual Contribution for all Insurance Benefits Provided by Board

Job Title	99 %ile	75 %ile	Median	25 %ile	1st %ile	Mean	n
Supv. of Bldg. and Grounds	$ 951	$747	$685	$616	$348	$677	18
Supv. of Transp.	852	751	685	662	662	729	6
Supv. of Food Service	1,096	741	685	622	13	671	17
Sec., Clerical Staff	1,096	741	685	616	290	684	21
Custodial Emp.	1,096	746	694	574	348	681	20
Food Srv. Emp.	1,096	730	682	522	279	656	20
Paraprofessional	1,096	741	685	523	271	674	14

TABLE 123

Employee-Pupil Ratios by Job Titles

Job Title	99 %ile	75 %ile	Median	25 %ile	1st %ile	Mean	n
Sec., Clerical	462	338	271	206	165	289.1	22
Custodial	275	177	154	137	90	161.2	22
Food Service	200	135	121	97	52	122.5	22
Paraprofessional	1,101	453	287	194	109	379.4	20

The Relationship of School District Size and Wealth to Staff and Salary Variables

Administrative decision makers within a school district should analyze numerous factors affecting conditions in their district in order to arrive at points of agreement concerning staffing and salary policies. Comparative data providing information on the nature and range of benefits are always considered important in evaluating proposals. Analysis using the range and nature of benefits does not individualize the data to the district, but merely sets the parameters for thought and discussion.

Two additional factors which begin to personalize the data for districts are those of organization size and economic condition. These differences in size and relative wealth are fundamentally accepted in that all general tax support programs utilize these two variables, singly or in combination, to assist states in their attempt at equal distribution of public funds.

Due to the above assumptions regarding size and wealth, there is general agreement by professionals, the public, and school administrators that these variables do make a difference in many aspects of school district operation. In order to test these assumptions, statistical techniques were used to analyze the data submitted in relation to the variables of size and wealth.

The statistical technique utilized in this report was the Pearson product moment correlation coefficient. This statistical tool compares the interval type data representing each dependent variable and the interval data of the control variables of size and wealth. Size was defined as the school district WADM, while wealth was measured in relation to the Commonwealth's aid ratio. Pearson correlations, represented by r's, express the relationship between variables. The theoretical range for r is from + 1.000 to - 1.000, with the negative sign indicating an inverse relationship between variables. Another analysis of the relationship between dependent variables and size and wealth is provided by the size and wealth groups presented in appropriate tables by this publication. Using r plus the degrees of freedom (equals n-2), the level of significance can be determined. Level of significance is a measure of the possibility of the relationship occurring by chance, such as .05 indicates that five times out of 100 the relationship could have occurred by chance. Relationships are normally required to exceed the .05 level in order to be judged significant and not to have occurred due to chance.

Over seventy-five variables were analyxed in respect to the school district size and wealth. Of the possible 150 relationships, sixty-six were found to have a statistically significant relationship. A .05 level of significance was used to define statistically significant relationships. Based on bargaining trends, many of the significant relationships were important. In an effort to analyze the relationships involved, the format of this report was divided into the general groups analyzed.

Nonprofessional Salaries

Nonprofessional salary variables for the three supervisory positions were closely related to school district size (see Table 124). This trend was similar to the higher level administration salaries in relation to district size. Moreover, larger districts hire personnel for the supervisory positions more frequently and on a full-time basis. As found previousiy, large school districts characteristically provide higher salaries for these positions.

In contrast to the teacher salary results (which were related to district wealth), secretaries, custodians and food service employee salaries were related to size more than to wealth. Possibly the influence of collective bargaining by nonprofessionals has not at this time changed the relationship between salaries and the control variables. As noted in this report, many school districts do not have nonprofessional employees in bargaining units; this decreases the influence of nonprofessionals. As stated previously, district size was in many cases an indication of an urban district which influenced salaries. The power of nonprofessional units in large urban districts was most likely a factor in influencing the salary and district size relationship.

TABLE 124

The Relationship Between Nonprofessional Salaries and School District Size and Wealth

Variable	Dominant Relationship	r	Significance
Average Annual Salary Supv. Building and Grounds	Size	.5968	.001
Average Annual Salary Supv. Building and Grounds	Wealth	-.4032	.001
Average Annual Salary Supv. Transportation	Size	.3581	.001
Average Annual Salary Supv. Transportation	Wealth	-.2666	.006
Average Annual Salary Supv. Food Service	Size	.6619	.001
Average Annual Salary Supv. Food Service	Wealth	-.4795	.001
Average Annual Salary Secretarial	Size	.1978	.006
Average Annual Salary Secretarial	Wealth	-.2635	.001
Average Annual Salary Custodial	Size	.3164	.001
Average Annual Salary Paraprofessional	Wealth	-.2046	.022
Full-time Hourly Rate Secretarial	Size	.2045	.002
Full-time Hourly Rate Secretarial	Wealth	-.2313	.001
Full-time Hourly Rate Custodial	Size	.3354	.001
Full-time Hourly Rate Custodial	Wealth	-.2444	.001

TABLE 124 (Continued)

Variable	Dominant Relationship	r	Significance
Full-time Hourly Rate Food Service	Size	.1492	.011
Full-time Hourly Rate Paraprofessional	Size	.1323	.036
Full-time Hourly Rate Paraprofessional	Wealth	-.2262	.001
Part-time Hourly Rate Secretarial	Wealth	-.1800	.017
Part-time Hourly Rate Custodial	Size	.2817	.001
Part-time Hourly Rate Custodial	Wealth	-.2316	.001

Nonprofessional Work Schedules

For nonprofessional staff members, the length of the work year and the work week were related to size and wealth as seen in Table 125. As in previous years, district wealth was the dominant variable. Sick days provided for nonprofessional employees were related to district size. These variables for professional employees were related to district wealth. Possibly the difference between the two groups was due to the use of collective bargaining and the influence of the teacher group in bargaining. As more nonprofessionals form units and increase their influence, this relationship should change. Presently, large school districts are providing a higher number of sick days.

Nonprofessional Fringe Benefits

The strong relationship between fringe benefits and the size of the school district was examined in Table 126. The apparent close relationship illustrates the influence of district size. Only large districts were providing greater benefits for professionals and nonprofessionals. It was concluded that one goal of collective bargaining was to even out and equalize fringe benefits throughout comparable collective bargaining units. Whereas the power exerted by nonprofessional personnel through collective bargaining has obtained greater salaries in wealthy districts where more financial resources were available, the same power has equalized the kinds and amounts of almost all fringe benefits. This pattern of adoption of fringe benefits tend to be as follows: they are introduced in several districts throughout the Commonwealth, sometimes in a region; once introduced, these benefits tend to be adopted quickly by neighboring districts; and, in a short time they are incorporated by districts throughout the Commonwealth. The influence of size indicated the collective bargaining power of large nonprofessional units. It should be noted in most comparisons the relationship between the professional fringe benefits and district size is smaller than that of the nonprofessional fringe benefits and district size. One of the reasons for this, that would be consistent with the analysis, is there are fewer nonprofessional bargaining units; hence, they have not exerted as much effort in homogenizing the fringe benefits for nonprofessionals.

TABLE 125

The Relationship Between Nonprofessional Work Schedules and School District Size and Wealth

Variable	Dominant Relationship	r	Significance
Work Year			
Supv. Transportation	Wealth	-.2657	.003
Supv. Food Service	Size	.3440	.001
Supv. Food Service	Wealth	-.2243	.001
Secretarial	Size	.1088	.039
Food Service Employees	Size	.1424	.012
Food Service Employees	Wealth	-.3281	.001
Paraprofessional	Wealth	-.2328	.001
Work Week			
Supv. Building and Grounds	Size	-.1517	.012
Supv. Food Service	Size	.2677	.001
Supv. Food Service	Wealth	-.1429	.023
Food Service Employees	Wealth	.1127	.040
Sick Days			
Supv. Building and Grounds	Size	.1537	.009
Supv. Transportation	Size	.2649	.004
Supv. Transportation	Wealth	-.1811	.034
Supv. Food Service	Size	.2745	.001
Supv. Food Service	Wealth	-.2013	.002
Secretarial	Size	.1107	.036

TABLE 126

The Relationship Between Nonprofessional Fringe Benefits and School District Size and Wealth

Variable	Dominant Relationship	r	Significance
Face Amount of Life Insurance			
Supv. Building and Grounds	Size	.3330	.001
Supv. Building and Grounds	Wealth	-.2591	.001
Supv. Transportation	Size	.3430	.001
Supv. Food Service	Size	.3911	.001
Supv. Food Service	Wealth	-.2870	.001
Secretarial	Size	.1628	.005
Custodial	Size	.1708	.003
Custodial	Wealth	-.1087	.043
Total Insurance Premiums			
Supv. Building and Grounds	Size	.1734	.005
Supv. Building and Grounds	Wealth	-.1163	.042
Supv. Food Service	Size	.1549	.016

Nonprofessional Staffing

During past years significant relationships existed between all staffing variables and district wealth with an exception noted for 1975-1976. The data for this report indicated partial agreement for the previous analyses (see Table 127). The wealth of a district does influence the staffing patterns significantly for four of the nonprofessional ratios. Wealthy school districts tend to have better staffing patterns and lower class size than districts of low financial resources.

The size of school districts had an effect on staff for four of the nonprofessional ratios. The best indication of the size and staffing relationship can be found in Table 24. Factors such as collective bargaining, district wealth, and district location may be influencing the results found with size. The Pearson correlation appears to have been influenced by several of these factors producing a coefficient that did not reflect the total relationship.

TABLE 127

The Relationship Between Nonprofessional Staf. Ratios and School District Size and Wealth

Variable	Dominant Relationship	r	Significance
Pupil-Employee Ratios			
Pupil-Supv. Building and Grounds	Size	.7756	.001
Pupil-Supv. Building and Grounds	Wealth	-.3412	.001
Pupil-Supv. Transportation	Size	.8000	.001
Pupil-Supv. Transportation	Wealth	-.2789	.003
Pupil-Supv. Food Service	Size	.7897	.001
Pupil-Supv. Food Service	Wealth	-.3554	.001
Pupil-Secretarial	Wealth	.1953	.001
Pupil-Paraprofessional	Size	.1501	.013

SUMMARY

This study was to supply comparative staff and salary data to member districts and to provide broad insights into the relationships between district characteristics and personnel benefits. The two control variables of school district size and economic conditions were chosen on the basis of their common use in day-to-day comparisons. The reader should note that several staff and benefit variables tend to cluster in their relationship with size and wealth. Thus, the tables using size and wealth groups provide insight into specific relationships.

Although bargaining appears to have brought greater salary benefits to the staff of wealthy districts, negotiations have evened out or homogenized fringe benefits. This trend will continue as state assisted local organizations develop and maintain better communications in negotiations and increase their expertise.

In conclusion, the authors hope that the comparative data and the relationships among variables discussed in this report will enhance the rational basis of educational bargaining in Pennsylvania.

APPENDIX A

SIZE CLASSIFICATIONS

Class	Size	Number of Districts
Class S1 (Small)	1665 or lower WADM	35
Class S2	A WADM of 1666 to 2169	35
Class S3	A WADM of 2170 to 2620	35
Class S4	A WADM of 2621 to 3200	34
Class S5	A WADM of 3201 to 3812	34
Class S6	A WADM of 3813 to 4785	34
Class S7	A WADM of 4786 to 6550	34
Class S8 (Large)	A WADM of 6551 to 20000	34
	TOTAL	275

WEALTH CLASSIFICATIONS

Class	Wealth	Number of Districts
Class W8 (Low)	Aid Ratio of .7510 or more	34
Class W7	Aid Ratio Between .6950 and .7509	34
Class W6	Aid Ratio Between .6651 and .6949	34
Class W5	Aid Ratio Between .6111 and .6650	34
Class W4	Aid Ratio Between .5631 and .6110	34
Class W3	Aid Ratio Between .5001 and .5630	35
Class W2	Aid Ratio Between .4001 and .5000	35
Class W1 (High)	Aid Ratio of .4000 or less	35
	TOTAL	275

CLASSIFICATION OF DISTRICTS BY REGIONS

District	Size	Wealth	District	Size	Wealth
REGION 1			REGION 1 (Cont)		
Armstrong	8	7	Franklin Area	6	5
Beaver Valley I.U. #27	4	5	Freeport Area	4	6
Big Beaver Falls	6	5	General McLane	4	2
Blackhawk	7	4	Girard	3	4
Butler Area	8	3	Greenville Area	4	4
Comm. College of Beaver Co.	4	5	Grove City Area	4	5
Corry Area	5	5	Harbor Creek	3	5
Cranberry Area	3	7	Hopewell Area	7	5
Crawford Central	7	3	Mars Area	4	5
Ellwood City	6	5	Millcreek Township	8	1
Erie City	8	1	Monaca	1	4
Fairview	3	2	New Brighton Area	4	6
Fort LeBoeuf	5	6	North East	3	2

District	Size	Wealth
REGION 1 (Cont)		
Northwestern	4	8
Northwest Tri-Co. I.U. #5	4	5
Oil City Area	6	6
Penncrest	7	8
Riverside Beaver Co.	4	7
Rochester Area	3	5
Sharpsville	3	5
South Butler County	6	5
Southwest Butler Co.	7	5
Titusville Area	5	7
Valley Grove	2	7
Warren County	8	6
Wattsburg	4	7
Western Beaver Co.	2	7
REGION 2		
Allegheny I.U. #3	7	2
Avonworth	2	3
Babcock	4	3
Baldwin-Whitehall	8	3
Bethel Park	8	3
Brentwood Boro	2	2
Chartiers Valley	7	2
Churchill Area	7	1
Elizabeth Forward	7	6
Fox Chapel Area	8	1
Gateway	8	2
Hampton Township	5	3
Highlands	7	3
Keystone Oaks	7	2
Moon Area	7	2
Mount Lebanon	8	1
North Allegheny	8	2
Northgate	3	3
North Hills	8	1
Penn Hills	8	7
Quaker Valley	4	1
Riverview	2	2
Shaler Area	8	2
South Fayette Township	1	4
South Park	4	5
Swissvale	2	2
Turtle Creek Area	2	1
Upper St. Clair	7	2
West Jefferson Hills	7	3

District	Size	Wealth
REGION 3		
Belle Vernon Area	6	5
Burrell	6	4
Canon-McMillan	8	4
Central Greene	5	4
Connellsville Area	8	8
Derry Area	7	6
Franklin Regional	7	4
Greater Latrobe	7	4
Hempfield Area	8	4
Intermediate Unit #1	7	4
Jeannette City	3	4
Kiski Area	8	7
McGuffey	4	7
Monessen City	2	2
New Kensington-Arnold	7	4
Peters Township	6	3
Ringgold	8	5
Southmoreland	5	8
Trinity Area	7	3
Uniontown Area	7	5
Washington	5	3
Westmoreland I.U. #7	7	4
REGION 4		
Athens Area	6	8
Austin Area	1	7
BLaST I.U. #17	1	8
Bradford Area	7	5
Cameron County	2	5
Canton Area	2	7
Coudersport	1	7
East Lycoming	3	7
Galeton	1	6
Jersey Shore Area	6	8
Johnsonburg Area	1	7
Kane	3	8
Montgomery	1	5
Montoursville Area	5	3
Muncy	1	3
Northeast Bradford	1	8
Northern Tioga	6	8
Oswayo Valley	1	8
Otto-Eldred	1	8
Port Allegany	2	8
Ridgway Area	3	6
Sayre Area	3	7
Seneca Highlands I.U. #9	1	8
Smethport Area	2	8
South Williamsport	3	5

District	Size	Wealth
REGION 4 (Cont)		
Southern Tioga	5	6
St. Marys Area	6	2
Sullivan County	1	3
Towanda Area	4	5
Troy Area	4	7
Wellsboro Area	4	6
Williamsport Area	8	4
Wyalusing Area	3	7
REGION 5		
Abington Heights	6	4
Blue Ridge	2	7
Carbondale Area	3	7
Dallas	6	4
Dunmore	4	5
Elk Lake	2	6
Forest City Regional	1	5
Greater Nanticoke	6	7
Hanover Area	4	5
Hazleton	8	4
Lackawanna Trail	2	6
Lakeland	3	7
Lake-Lehman	3	4
Mid Valley	2	2
Montrose	4	6
Mountain View	2	5
Northeastern Educ. I.U. #19	2	5
North Pocono	5	5
Old Forge	2	6
Pittston	7	5
Riverside	4	6
Scranton	8	4
Susquehanna Community	1	7
Tunkhannock	6	4
Valley View	5	7
Wallenpaupack	3	1
Wayne Highlands	6	1
Western Wayne	3	2
Wilkes Barre	8	3
Wyoming Area	6	4
Wyoming Valley West	8	6
REGION 6		
Allentown	8	2
Avon Grove	4	3
Bangor	5	3
Bethlehem	8	1
Boyertown	8	3
Bucks County I.U. #22	8	1
Carbon Lehigh I.U. #21	8	1
Central Bucks	8	1
Chester Co. I.U. #24	8	1
Colonial	8	1
Colonial Northampton I.U. #20	8	1
Delaware Co. I.U. #25	8	1
Delaware Valley	2	1
Easton Area	8	3
East Penn	8	4
East Stroudsburg	4	1
Great Valley	7	1
Jim Thorpe	1	1
Kennett Consolidated	4	1
Lehighton	5	6
Nazareth	5	2
Neshaminy	8	2
Norristown	8	1
Northampton Area	8	4
Northern Lehigh	3	6
Palmerton	3	3
Parkland	8	1
Pen Argyl	3	4
Pleasant Valley	3	1
Pocono Mountain	6	1
Pottsgrove	4	1
Salisbury Township	4	2
Saucon Valley	3	2
Southern Lehigh	5	4
Spring Ford	6	1
Stroudsburg	6	1
Upper Perkiomen	5	2
Whitehall-Coplay	7	1
Wilson Area	4	3
REGION 7		
Berks County I.U. #14	5	2
Brandywine Heights	3	4
Cornwall-Lebanon	7	3
Daniel Boone	4	3
E. Lancaster County	6	2
Ephrata	6	2
Exeter Township	5	2
Fleetwood	2	3
Governor Mifflin	7	2
Hamburg	4	3
Hempfield	7	2
Lampeter-Strasburg	4	2
Lancaster County AVTS	5	2
Manheim Central	5	2

District	Size	Wealth
REGION 7 (Cont)		
Oley Valley	3	4
Palmyra	5	3
Warwick	6	3
Wyomissing	2	1
REGION 8		
Bermudian Springs	2	4
Big Spring	5	5
Camp Hill	1	1
Capital Area I.U. #15	5	1
Central Dauphin	8	2
Central York	6	1
Chambersburg	8	3
Conewago Valley	4	2
Cumberland Valley	8	1
Dallastown	7	2
Derry Township	5	1
Fairfield Area	1	1
Gettysburg	6	1
Greencastle-Antrim	5	3
Hanover Public	4	1
Harrisburg	8	3
Lincoln I.U. #12	5	1
Littlestown	3	5
Lower Dauphin	6	4
Mechanicsburg	7	3
Middletown	5	4
Northeastern York	5	6
Northern York County	5	5
South Eastern	3	4
Southern York County	5	4
South Western	5	2
Spring Grove	7	4
Steelton-Highspire	2	2
Susquehanna Township	4	1
Susquenita	4	7
Tuscarora	6	5
West Shore	8	2
West York	5	2
York County AVTS	5	1
York Suburban	6	1
REGION 9		
Benton Area	1	6
Bloomsburg Area	4	3
Blue Mountain	5	4
Central Columbia	4	4
Central Susquehanna I.U. #16	1	7
Danville	6	4
Halifax	1	7
Lewisburg	3	3
Midd-West	5	6
Mifflinburg	4	6
Millersburg	1	6
Millville	1	7
Milton	6	5
Minersville	2	7
Mount Carmel	3	7
North Schuylkill	5	7
Pottsville	6	5
Saint Clair	1	7
Schuylkill Haven	1	5
Selinsgrove	5	4
Shamokin	6	7
Shenandoah Valley	1	4
Shikellamy	7	5
Southern Columbia Area	2	4
Tamaqua Area	5	5
Tri Valley	1	6
Upper Dauphin	2	7
Warrior Run	4	6
Williams Valley	2	8
REGION 10		
Altoona	8	5
Appalachia I.U. #8	1	8
Bedford	6	5
Bellwood-Antis	2	6
Berlin Brothersvalley	1	7
Blacklick Valley	1	8
Cambria Heights	3	8
Central Cambria	4	5
Chestnut Ridge	3	7
Claysburg-Kimmel	1	7
Everett	3	6
Ferndale	1	7
Forest Hills	6	8
Greenwood	1	7
Hollidaysburg Area	7	4
Huntingdon	5	4
Juniata County	6	7
Juniata Valley	1	7
Meyersdale Area	2	8
Mifflin County	8	6
Mount Union Area	4	8
Newport	1	8

District	Size	Wealth
REGION 10 (Cont)		
Northern Bedford	1	8
Portage	2	8
Rockwood	1	6
Shade-Central	1	8
Somerset Area	5	3
Southern Fulton	1	7
Southern Huntingdon	2	8
Spring Cove	5	6
Tussey Mountain	2	8
Tyrone	4	7
Westmont Hilltop	4	1
Williamsburg Community	1	7
REGION 11		
Arin I.U. #28	3	8
Bald Eagle	5	8
Bellefonte	5	6
Blairsville-Saltsburg	5	6
Brockway	2	6
Brookville	4	7
Central I.U. #10	3	8
Clarion Area	1	2
Clarion Manor I.U. #6	3	8
Clearfield	7	6
Curwensville	2	8
DuBois	7	4
Forest Area	1	2
Indiana	7	2
Keystone	2	8
Keystone Central	8	6
Marion Center	3	8
Moshannon Valley	2	8
Penns Manor Area	1	8
Penns Valley	3	6
Philipsburg-Osceola	6	8
Punxsutawney	7	8
Purchase Line	3	8
Redbank Valley	3	8
State College	8	1
Union	1	8
West Branch	3	8